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ANNUAL PLANNING INFORMATION REPORT

FISCAL YEAR 1981

STATE OF MARYLAND

Maryland Department of Human Resources
Office of Program Planning & Evaluation
Research & Analysis Division
1100 North Eutaw Street
Baltimore, Maryland 21201

STATE OF MARYLAND

ANNUAL PLANNING INFORMATION REPORT

FISCAL YEAR 1981

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STATE OF MARYLAND
DEPARTMENT OF HUMAN RESOURCES
Kalman R. Hettleman, Secretary

Affiliated with the Employment and Training Administration
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ANNUAL PLANNING INFORMATION REPORT
STATE OF MARYLAND
FISCAL YEAR 1981 (OCTOBER 1, 1980-SEPTEMBER 30, 1981)

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I. INTRODUCTION

The fiscal year 1981 Annual Planning Information Report (APIR) is prepared for the State of Maryland and for each CETA Prime Sponsor Area. Projections for fiscal year 1981 are presented along with comparative 1970 census data on the population, labor force, employed, and unemployed. Projections are also made for the number and characteristics of persons needing manpower services, the economic outlook, and employment trends by industry and occupation.

Information included in this publication is intended to assist the Employment Service, Comprehensive Employment and Training Act planners, and Vocational Education analysts in developing employment and job training programs for the coming fiscal year. Other socio-economic planners and data users may also find the report of interest.

Certain data are needed on the population and labor force for employment program planning purposes. The APIR provides this, as well as demographic and socio-economic data on persons in need of manpower services, so that the supply aspect of the planning process may be considered in relation to the demand aspect represented by industry and occupation employment.

Any comments or questions on this or other Labor Market Information publications should be referred to:

Maryland Department of Human Resources
Research and Analysis Division
1100 North Eutaw Street, Room 518
Baltimore, Maryland 21201
301-383-5000

II. HIGHLIGHTS AND ECONOMIC ASSUMPTIONS

Population

By fiscal year 1981, Maryland's population is expected to total 4,290,000, representing an increase of 367,601 persons or 9.4 percent since 1970. The Baltimore Consortium, Maryland's largest CETA Prime Sponsor Area, will experience the largest numerical gain as its population increases by 111,417 persons. Frederick County, the smallest Prime Sponsor, will boast the largest percentage gain (36.4 percent). The proportion of the state's population under 30 is expected to decline from 54.3 percent in 1970 to 49.7 percent in fiscal year 1981. Meanwhile, persons aged 65 and over will increase their percentage share of the population from 7.6 percent in 1970 to 9.7 percent in fiscal year 1981. By fiscal year 1981, females will constitute 52.8 percent of the population (up from 51.1 percent in 1970), and nonwhites, 22.3 percent (up from 18.5 percent).

Labor Force and Employment

Maryland's labor force is expected to number 2,132,535 in fiscal year 1981--an increase of 28.8 percent (476,840 persons) from the 1970 figure. Over the same period, employment will increase by a slightly lesser 24.6 percent. Nonwhites and females will account for the bulk of the expansion in the labor force. Nonwhites will expand by 64.7 percent and females, by 58.7 percent. Even so, the state's labor force will remain predominantly white (78.2 percent) and male (53.9 percent).

Unemployment

Unemployment in Maryland will be higher in fiscal year 1981 than in 1970, with the rate of joblessness ranging from 5.7 to 6.9 percent. During fiscal year 1981, unemployment is expected to average 133,880 persons--an increase of 160.8 percent (82,552 persons) since 1970. Geographically, the Western Maryland Consortium and the Balance of State will have the highest unemployment rates of the CETA Prime Sponsors (9.1 percent and 7.8 percent, respectively). Females will have higher unemployment rates than males during fiscal year 1981 (7.7 percent versus 5.1 percent), and nonwhites will experience higher jobless rates than whites (10.8 percent versus 5.0 percent). The highest unemployment rates during the fiscal year will be among youths aged 16-17 (18.5 percent) and aged 18-19 (12.6 percent).

Overall Economic Developments and Trends by Industry and Occupation

Between 1978 and 1979, Maryland's nonagricultural wage and salary employment grew by 1.7 percent or 26,500 jobs. Employment is forecast as continuing to rise through fiscal year 1981; however, many of the economic conditions which repressed job growth in 1979 are expected to have similar effects during 1980. Growth in manufacturing will remain sluggish during fiscal year 1981 due to the combined impact of high business inventories and fewer orders from consumers. Nonmanufacturing employment will

experience moderate growth during the fiscal year; growth should be strongest in the contract construction, transportation/communications/public utilities and service industries.

During the fiscal year, jobseekers will find the best prospects in white-collar and service employment. Although most occupations will experience some slowdowns in their growth rates, very few, with the possible exception of some sales and manufacturing classifications, are expected to suffer far reaching losses.

Need for Manpower Services

An estimated 386,397 persons in Maryland are expected to need manpower services during fiscal year 1981. Many of these persons will be members of various target groups such as:

Economically disadvantaged adults	97,735
Unemployed	133,880
Adult welfare recipients	66,000
Persons employed part-time for economic reasons	79,713
Youth (16-24)	764,104
Older Persons (45 and over)	1,321,476
Vietnam Era Veterans (10/10/79)	195,000
Ex-offenders (12/31/79)	45,263
Disabled Persons (aged 16-64 as of 1970 Census)	128,779

Economic Assumptions

Lackluster job expansion is forecasted for FY 1981 statewide, following a pattern set between 1978 and 1979 and continuing through FY 1980. By FY 1981 close to 2,000,000 persons will be employed, a gain of only 1.5 percent over the 1979 calendar year employment level. Meanwhile, unemployment is expected to reach 6.3 percent or more, the highest level since calendar year 1976, when the State's economy was still recuperating from the recession of 1974-1975.

Spurred on by higher costs for food, housing, and fuel, inflation reached double digit rates in 1979, and this continued into the first part of 1980. In order to cool off the inflation rate, the Federal Reserve instituted monetary policies that drove interest rates to all time highs and put in place credit controls that curtailed installment buying. This brought the housing market to a virtual standstill and slowed down retail sales. Construction workers through the State were seriously affected by the lack of residential construction. Others were losing jobs in such industries as lumber mills, furniture and fixtures, and appliances. Close control in inventories in other sectors kept job demands down between 1979 and 1980.

The continuing increases in oil prices had pushed the price of gasoline in Maryland to approximately $1.30 a gallon by early 1980. Throughout the nation the buying public have either gone to the more fuel efficient foreign cars or are holding onto their older model. This has severely depressed the manufacturing and sales of American cars and trucks. Within the State, layoffs in the automobile, truck, and related industries were heavy in 1980. This reduced the production of steel and tires, causing related layoffs in 1980. These layoffs took place primarily in the Baltimore SMSA, Western Maryland, and the counties of Kent and Cecil.

By the second half of FY 1981, the State should show some signs of recovery. With interest rates at pre-recession levels, the outlook for housing and transportation equipment employment growth should be better than the 1979-1980 period. After the 1974-1975 recession, Maryland's economy did not fully recover, and the level of unemployment remained high enough to push the State's unemployment rate higher than the nation's between the latter half of 1979 and early 1980. Total unemployment will reach 133,000 in FY 1981. In light of recent developments, the unemployment rate in Maryland could average as high as 6.8 - 7.2 percent during this period.

Apparently, successful extensive efforts by the Department of Economic and Community Development to bring new industry into Maryland took place during 1979 and 1980. However, these new jobs will probably not be in sufficient numbers to have a significant impact on the unemployment level during the forecast period.

III. DEFINITION OF THE AREA

Maryland is in the Middle Atlantic region of the United States. It is bordered on the east by Delaware and the Atlantic Ocean, on the south and west by Virginia, on the west by the District of Columbia and West Virginia, and on the north by Pennsylvania.

Maryland includes 23 counties and the independent city of Baltimore. The state's urban area is contained in the Baltimore-Washington Metropolitan Corridor, which includes the Baltimore SMSA (Standard Metropolitan Statistical Area), and parts of the Washington, D.C. and Wilmington, Delaware SMSAs. Counties in those SMSAs are as follows:

Baltimore SMSA--Baltimore City, Anne Arundel, Baltimore, Carroll, Harford, and Howard Counties

Washington, D.C. SMSA--Charles, Montgomery, and Prince George's Counties

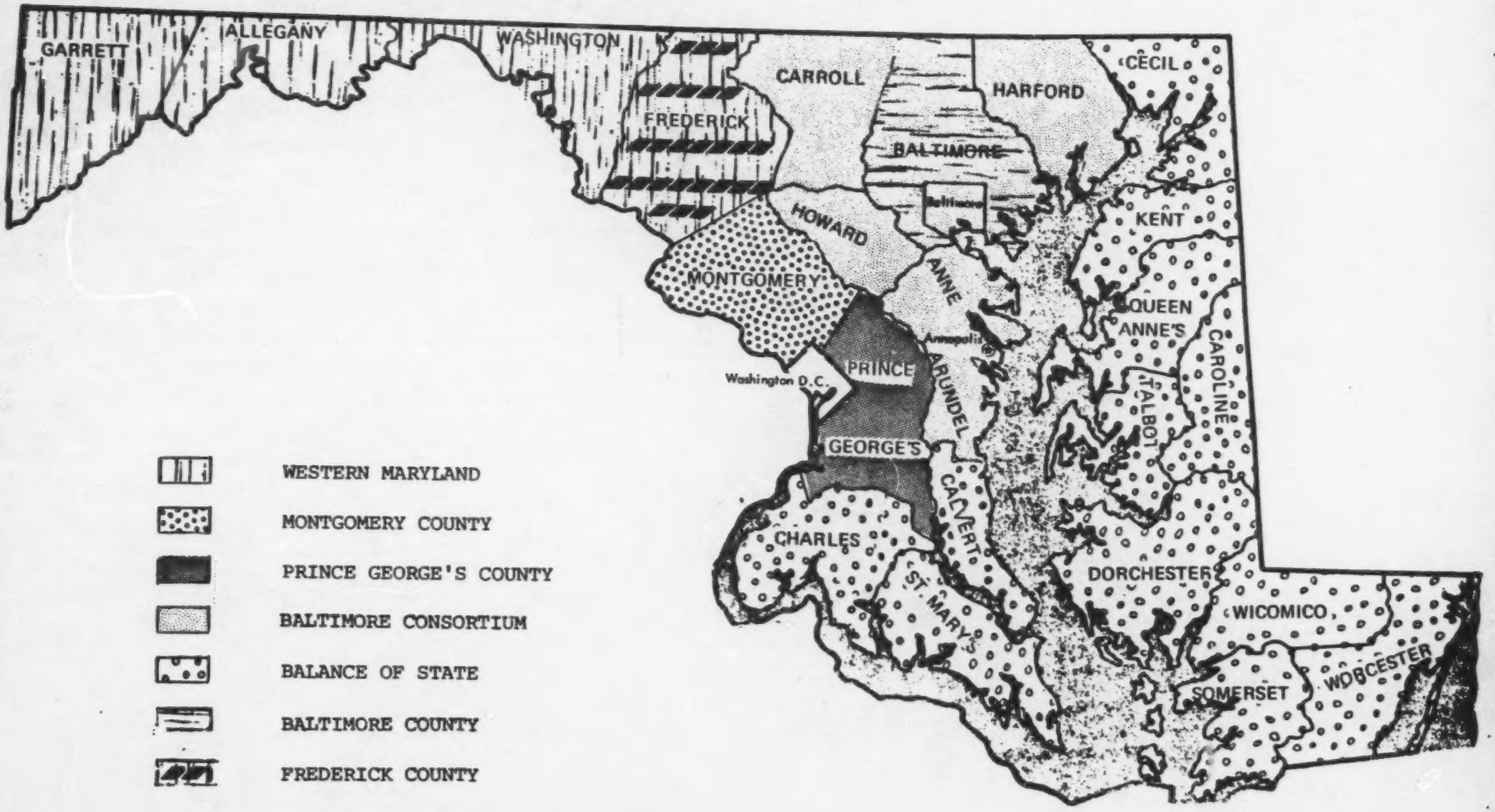
Wilmington SMSA--Cecil County

The state's western, mountainous arm is called Western Maryland, and consists of Allegany, Frederick, Garrett, and Washington Counties. The Chesapeake Bay, whose western shore--Southern Maryland--includes Calvert and St. Mary's Counties divides the rural, southern bulk of the state. Kent, Queen Anne's, Talbot, Caroline, Dorchester, Wicomico, Worcester, and Somerset Counties comprise the Eastern Shore.

The state is divided into seven CETA Prime Sponsor Areas. They are defined as follows:

1. Baltimore Consortium
2. Baltimore County (added in October 1979)
3. Western Maryland Consortium
4. Frederick County (added in October 1979)
5. Montgomery County
6. Prince George's County
7. Balance of State--Southern Maryland, Eastern Shore, Cecil County, and Charles County

CETA PRIME SPONSOR AREAS IN MARYLAND



IV. POPULATION

Maryland experienced rapid residential growth during the 1960's, increasing by 26.5 percent, or 821,000 persons. Growth has continued through the 1970's, although at a significantly slower pace. By fiscal year 1981, Maryland's population is expected to number 4,290,000--an increase of 9.4 percent, or 367,601 residents from the 1970 census count. In comparison, national population growth between 1970 and July, 1981 is forecast to be 9.4 percent. The fact that population growth in Maryland has slowed considerably over the past eleven years reflects the changing social attitudes and the tightening economic climate of the 1970's. Over the past few years, more wives have found it necessary to enter the working world in order to supplement family incomes and ease the financial burdens created by rising costs and escalating inflation. As a result, couples are either choosing to postpone childbearing or electing to remain childless. The resultant declining birth rates are contributing to the slow growth of population in Maryland, as well as in the nation.

According to estimates for fiscal year 1981, all the CETA Prime Sponsor Areas in the state are expected to contribute to Maryland's population growth. By far, the state's most rapidly growing areas are Frederick County, the Balance of State and Montgomery County. The population in Frederick County, a newly formed Prime Sponsor Area, will boast the largest growth rate (36.4 percent). The Balance of State's projected 448,000 residents will represent a gain of 19.7 percent from 1970, and Montgomery County's 610,000 persons a gain of 16.7 percent. At the same time, the Baltimore Consortium, the most populous subdivision within the state, will experience a much lower increase (7.7 percent). Population growth in Baltimore County and the Western Maryland Consortium will measure 6.4 and 6.0 percent, respectively. Prince George's County, an area boasting a population of 660,567 in 1970, is projected to expand by a minimal 2.9 percent.

MARYLAND POPULATION TRENDS*--CENSUS 1970 TO FISCAL YEAR 1981

CETA Prime Sponsor Area[1]	1970 Population	FY 1981 Population	Numerical Change 1970-FY 1981	Net % Change 1970-FY 1981
State of Maryland	3,922,399	4,290,000	367,601	9.4
Balance of State	374,200	448,000	73,800	19.7
Baltimore Consortium	1,449,593	1,561,010	111,417	7.7
Baltimore County	621,077	660,660	39,583	6.4
Montgomery County	522,809	610,000	87,191	16.7
Prince George's County	660,567	680,000	19,433	2.9
Western Md. Consortium	206,109	218,519	12,410	6.0
Frederick County	80,616	110,000	29,384	36.4
	July 1, 1970	July 1, 1981	Numerical Change 1970-1981	Net % Change 1970-1981
United States[2]	204,878,000	224,212,000	19,334,000	9.4

*Population totals for CETA Prime Sponsor Areas will not add up to state total due to an atypical adjustment made in order to disaggregate Western Maryland's inmate population.

[1]Source: 1970 Census, U.S. Department of Commerce and
Maryland Department of Human Resources
Research and Analysis Division
Projections Model (Population and labor force)

[2]Source: Bureau of the Census, U.S. Department of Commerce

Reflecting a somewhat comparable national population portrait, only a gradual shift in Maryland's race/sex composition is anticipated between 1970 and fiscal year 1981. The white population will gain by 140,533 persons, or 4.4 percent, while the nonwhite population will expand by 227,068 individuals, or a much higher 31.2 percent. Aided by this increase, nonwhites will increase their share of the statewide population from 18.5 percent in 1970 to an anticipated 22.3 percent in fiscal year 1981. Of the state's total residents estimated for fiscal year 1981, males will comprise 47.2 percent, as compared to a slightly larger 48.9 percent in 1970. Females will add 260,087 persons for a growth rate of 13.0 percent--a rate which more than doubles the projected 5.6 percent growth among males. Fortunately, the substantial increase in the female population coincides with increased awareness of labor market difficulties faced by females. In the sex/race groups, the most significant changes since 1970 are indicated among nonwhites, with growth rates of 35.5 percent or 133,615 for nonwhite females and 26.6 percent (93,453 persons) for nonwhite males. Of import is the fact that although white females will show a sizeable numerical gain of 126,472 persons since 1970, their growth rate will be limited to 7.8 percent. The Maryland fiscal year 1981 population is forecast as 36.8 percent white males, 40.9 percent white females, 10.4 percent nonwhite males, and 11.9 percent nonwhite females.

Since 1970, the overall population in Maryland has increased, but the percentage shares of different age groups have varied. By fiscal year 1981, youths aged 0-14 will decline by 20,224 persons (4.1 percent), whereas adults aged 40-49 will decline markedly by 207,550 or 17.9 percent. All other age groups are expected to increase. A significant demographic development is the fact that one of the groupings experiencing sizeable absolute growth falls within the prime work age classification: those persons aged 30-39 years old are expected to increase by 127,136 persons. Since the birth rate is falling and persons born during the baby boom are moving into prime working age, the proportion of the state's population under age 30 is declining from 54.3 percent in 1970 to a projected 49.7 percent in fiscal year 1981. Meanwhile, a trend toward the "graying of the population" is apparent in fiscal year 1981 estimates. Between 1970 and fiscal year 1981, the proportion of the population aged 65 and over is rising from 7.6 percent in 1970 to 9.7 percent in fiscal year 1981.

In conclusion, Maryland's population is expected to gain by 9.4 percent, or 367,601 persons over the 1970 census count. A slightly larger portion of the increase is coming from nonwhites, as they expand their share of the state's population from 18.5 percent in 1970 to 22.3 percent in fiscal year 1981. Little more than half, or 52.8 percent, of the total population is estimated to be female. Between 1970 and fiscal year 1981, population increases are expected in most age groups, except the 0-14 and 40-49 age brackets.

STATE OF MARYLAND
POPULATION BY RACE, SEX, AND AGE COHORT
1970

Age Cohort	WHITE				NONWHITE			
	MALE		FEMALE		MALE		FEMALE	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
0- 4	136,765	8.7	130,689	8.0	38,595	11.0	38,218	10.2
5- 9	160,446	10.3	154,001	9.5	45,296	12.9	44,749	11.9
10-14	163,660	10.5	156,680	9.6	44,788	12.8	44,800	11.9
15-19	141,710	9.1	140,205	8.6	36,329	10.4	37,895	10.1
20-24	129,713	8.3	135,757	8.3	27,506	7.8	32,479	8.6
25-29	116,471	7.4	118,882	7.3	23,611	6.7	27,461	7.3
30-34	96,609	6.2	96,360	5.9	20,906	6.0	24,130	6.4
35-39	92,773	5.9	92,314	5.7	19,809	5.6	22,828	6.1
40-44	100,484	6.4	102,564	6.3	19,532	5.6	21,583	5.7
45-49	101,472	6.5	108,899	6.7	18,013	5.1	19,770	5.2
50-54	90,453	5.8	93,638	5.7	15,318	4.4	16,330	4.3
55-59	74,238	4.7	77,922	4.8	12,777	3.6	13,532	3.6
60-64	57,889	3.7	65,191	4.0	10,007	2.9	10,670	2.8
65-69	40,700	2.6	52,253	3.2	7,766	2.2	8,998	2.4
70-74	28,755	1.8	42,613	2.6	5,073	1.4	5,836	1.5
75 & Over	33,343	2.1	61,439	3.8	5,514	1.6	7,392	2.0
TOTAL	1,565,481	100.0	1,629,407	100.0	350,840	100.0	376,671	100.0

Source: 1970 Census, U.S. Department of Commerce

POPULATION BY AGE AND RACE,
BY AGE AND SEX, AND BY AGE

STATE OF MARYLAND--1970

Age Cohort	RACE				SEX				TOTAL	
	WHITE		NONWHITE		MALE		FEMALE			
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
0- 4	267,454	8.4	76,813	10.6	175,360	9.2	168,907	8.4	344,267	8.8
5- 9	314,447	9.8	90,045	12.4	205,742	10.7	198,750	9.9	404,492	10.3
10-14	320,340	10.0	89,588	12.3	208,448	10.9	201,480	10.0	409,928	10.5
15-19	261,915	8.8	74,224	10.2	178,039	9.3	178,100	8.9	356,139	9.1
20-24	265,470	8.3	59,985	8.2	157,219	8.2	168,236	8.4	325,455	8.3
25-29	235,353	7.4	51,072	7.0	140,082	7.3	146,343	7.3	286,425	7.3
30-34	192,969	6.0	45,036	6.2	117,515	6.1	120,490	6.0	238,005	6.1
35-39	185,087	5.8	42,637	5.9	112,582	5.9	115,142	5.7	227,724	5.8
40-44	203,048	6.3	41,115	5.7	120,016	6.3	124,147	6.2	244,163	6.2
45-49	210,371	6.6	37,783	5.2	119,485	6.2	128,669	6.4	248,154	6.3
50-54	184,091	5.8	31,648	4.3	105,771	5.5	109,968	5.5	215,739	5.5
55-59	152,160	4.8	26,309	3.6	87,015	4.5	91,454	4.6	178,469	4.5
60-64	123,080	3.9	20,677	2.8	67,896	3.5	75,861	3.8	143,757	3.7
65-69	92,953	2.9	16,764	2.3	48,466	2.6	61,251	3.1	109,717	2.8
70-74	71,368	2.2	10,909	1.5	33,828	1.8	48,449	2.4	82,277	2.1
75 & Over	94,782	3.0	12,906	1.8	38,857	2.0	68,831	3.4	107,688	2.7
TOTAL	3,194,888	100.0	727,511	100.0	1,916,321	100.0	2,006,078	100.0	3,922,399	100.0

POPULATION BY SEX AND RACE

Sex and Race	Number	Percent
TOTAL	3,922,399	100.0
Male	1,916,321	48.9
Female	2,006,078	51.1
White	3,194,888	81.5
Male	1,565,481	39.9
Female	1,629,407	41.6
Nonwhite	727,511	18.5
Male	350,840	8.9
Female	376,671	9.6

Source: 1970 Census, U. S. Department of Commerce

STATE OF MARYLAND
POPULATION BY RACE, SEX, AND AGE COHORT
FY 1981

Age Cohort	WHITE				NONWHITE			
	MALE		FEMALE		MALE		FEMALE	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
0- 4	110,483	7.0	104,979	6.0	45,714	10.3	44,736	8.8
5- 9	100,097	6.3	95,198	5.4	39,185	8.8	38,532	7.5
10-14	141,881	9.0	135,380	7.7	47,813	10.8	47,139	9.2
15-19	168,609	10.7	162,780	9.3	54,107	12.2	53,202	10.4
20-24	157,705	10.0	157,935	9.0	45,123	10.2	52,596	10.3
25-29	120,348	7.6	130,860	7.5	35,882	8.1	42,948	8.4
30-34	90,289	5.7	134,644	7.7	29,832	6.7	44,362	8.7
35-39	102,436	6.5	124,852	7.1	29,279	6.6	37,171	7.3
40-44	90,824	5.8	97,381	5.5	24,336	5.5	29,886	5.9
45-49	88,230	5.6	94,583	5.4	20,787	4.8	26,066	5.1
50-54	95,997	6.1	103,771	5.9	18,835	4.2	22,779	4.5
55-59	92,651	5.9	107,181	6.1	16,476	3.7	20,155	4.0
60-64	78,200	4.9	89,958	5.1	12,646	2.8	15,630	3.1
65-69	58,206	3.7	72,308	4.1	9,572	2.1	12,404	2.4
70-74	40,399	2.5	57,592	3.3	6,478	1.4	8,790	1.7
75 & Over	43,187	2.7	86,477	4.9	8,228	1.8	13,890	2.7
TOTAL	1,579,542	100.0	1,755,879	100.0	444,293	100.0	510,286	100.0

Source: Maryland Department of Human Resources, Research and Analysis Division
Projections Model (population and labor force)

STATE OF MARYLAND
POPULATION BY AGE, RACE, AND SEX COHORT
FY 1981

Age Cohort	RACE				SEX				TOTAL	
	WHITE		NONWHITE		MALE		FEMALE			
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
0- 4	215,462	6.5	90,450	9.5	156,197	7.7	149,715	6.6	305,912	7.1
5- 9	195,295	5.9	77,717	8.1	139,282	6.9	133,730	5.9	273,012	6.4
10-14	277,261	8.3	94,952	9.9	189,694	9.4	182,519	8.1	372,213	8.7
15-19	331,389	9.9	107,309	11.2	222,716	11.0	215,982	9.5	438,698	10.2
20-24	315,640	9.5	97,719	10.2	202,828	10.0	210,531	9.3	413,359	9.6
25-29	251,208	7.5	78,830	8.3	156,230	7.7	173,808	7.7	330,038	7.7
30-34	224,933	6.8	74,194	7.8	120,121	5.9	179,006	7.9	299,127	7.0
35-39	227,288	6.8	66,450	7.0	131,715	6.5	162,023	7.2	293,738	6.8
40-44	188,205	5.6	54,222	5.7	115,160	5.7	127,267	5.6	242,427	5.7
45-49	182,813	5.5	46,853	4.9	109,017	5.4	120,649	5.3	229,666	5.4
50-54	199,768	6.0	41,614	4.4	114,832	5.7	126,550	5.6	241,382	5.6
55-59	199,832	6.0	36,631	3.8	109,127	5.4	127,336	5.6	236,463	5.5
60-64	168,158	5.0	28,276	3.0	90,846	4.5	105,588	4.7	196,434	4.6
65-69	130,514	3.9	21,976	2.3	67,778	3.4	84,712	3.7	152,490	3.6
70-74	97,991	2.9	15,268	1.6	46,877	2.3	66,382	2.9	113,259	2.6
75 & Over	129,664	3.9	22,118	2.3	51,415	2.5	100,367	4.4	151,782	3.5
TOTAL	3,335,421	100.0	954,579	100.0	2,023,835	100.0	2,266,165	100.0	4,290,000	100.0

POPULATION BY SEX AND RACE

Sex and Race	Number	Percent
TOTAL	4,290,000	100.0
Male	2,023,835	47.2
Female	2,266,165	52.8
White	3,335,421	77.7
Male	1,579,542	36.8
Female	1,755,879	40.9
Nonwhite	954,579	22.3
Male	444,293	10.4
Female	510,286	11.9

Source: Maryland Department of Human Resources, Research and Analysis Division
Projections Model (population and labor force)

V. LABOR FORCE AND EMPLOYMENT

Maryland's labor force--the employed plus persons who are jobless but actively seeking work--is expected to number 2,132,535 persons in fiscal year 1981. The increase of 476,840 persons since 1970 reflects a 28.8 percent rise from the 1970 figure of 1,655,695. The labor force will include 43.4 percent white males, 34.8 percent white females, 10.5 percent nonwhite males, and 11.3 percent nonwhite females. Increased interest in the labor force by females, nonwhites, and youths will contribute to the anticipated rise in the state's labor force participation rate from 61.5 percent in 1970 to 68.1 percent in fiscal year 1981. Over this same period, employment will expand by a slightly lesser 24.6 percent (394,288 persons). During fiscal year 1981, employed persons will number 1,998,665 and account for 93.7 percent of the labor force, a decrease from 96.9 percent in 1970.

Although males will continue to dominate the labor force in fiscal year 1981, females are gaining much faster than males. Changes in the woman's role and function, consumer spending habits, and the inflationary nature of the economy have acted as an incentive for women to increase their representation in the labor force. Between 1970 and fiscal year 1981, females in Maryland's labor force will increase by 364,123 persons, or 58.7 percent, compared to the anticipated gain of 10.9 percent (112,717 persons) among males. By fiscal year 1981, females are expected to expand their proportionate share in the labor force to 46.1 percent, up from 37.4 percent in 1970. Despite this seemingly healthy gain, females will remain under-represented in the state's labor force, since they will comprise 54.0 percent of the eligible population. Their labor force participation rate of 58.2 percent will be lower than that of males at 79.7 percent; however, their projected participation is much higher than that of 44.2 percent in 1970.

Nonwhites in the labor force are expected to increase by 64.7 percent, or 182,953 persons between 1970 and fiscal year 1981--a much higher rate of increase than that anticipated for whites (21.4 percent). Leading this increase, nonwhite females in the labor force will expand by 115,746 persons, or an impressive 91.5 percent. With these increases, nonwhites will expand their share in the labor force from 17.1 percent in 1970 to 21.8 percent in fiscal year 1981. Labor force participation among nonwhites will rise to 72.2 percent, up from 62.0 percent in 1970. Comparatively, the participation rate among whites is projected as growing from 44.2 percent in 1970 to 58.2 percent in fiscal year 1981. Labor force participation by race and sex reveals that white males will have the highest rate (80.4 percent), followed closely by nonwhite males at 77.2 percent. Nonwhite females' labor force participation at 68.1 percent will be higher than that of white females at 55.5 percent. Despite the large growth rates experienced by nonwhites, their employment share is only expected to grow from 16.7 percent in 1970 to 20.8 percent in fiscal year 1981. Therefore, it would seem that although many inroads have been made in the minority employment situation, there still exists a need for additional job opportunities coupled with training and education for these positions.

Among the age groups in the state's labor force, the largest percentage gain will be among youths aged 16-19 (112.4 percent). Overall labor force participation among youths aged 16-24 is expected to rise from 57.3 percent in 1970 to 70.8 percent in fiscal year 1981. In terms of absolute growth, the 25-34 year old group is expected to increase significantly by 137,170 persons. In general, the labor force is becoming younger, with persons under 35 expected to comprise 49.1 percent of the fiscal year 1981 labor force, up from 43.3 percent in 1970. Unfortunately, employment growth has not quite kept pace with labor force growth. To illustrate, during fiscal year 1981 persons under 35 will represent 47.9 percent of the employed--a gain of only 5.1 percentage points since 1970.

In summary, Maryland's annual average labor force is projected to total 2,132,535, an increase of 28.8 percent from 1970. Labor force participation will expand from 61.5 percent in 1970 to 68.1 percent in fiscal year 1981, due to the increased involvement of females, nonwhites, and youth. Lagging slightly behind, employment will increase by 24.6 percent, with females, nonwhites, and youth continuing to be under-represented among the employed.

STATE OF MARYLAND

ANNUAL AVERAGES OF LABOR FORCE AND EMPLOYMENT BY RACE, SEX, AND AGE COHORT
1970 AND FY 1981

1970

	LABOR FORCE					EMPLOYMENT				
	WHITE		NONWHITE			WHITE		NONWHITE		
Age Cohort	Male	Female	Male	Female	Total	Male	Female	Male	Female	Total
16-17	22,752	13,336	4,073	2,274	42,435	20,532	11,940	3,381	1,708	37,561
18-19	34,373	28,107	6,838	6,331	75,649	32,285	26,564	5,911	5,232	69,992
20-24	109,203	81,747	20,594	20,125	231,669	105,790	78,803	18,904	18,304	221,801
25-34	203,577	92,234	39,251	32,484	367,546	200,587	89,200	37,937	30,504	358,228
35-44	188,837	94,463	35,054	28,231	346,585	186,350	91,434	33,992	26,903	338,679
45-64	292,375	167,893	45,584	33,426	539,278	287,363	163,696	44,344	32,193	527,596
65 & Over	28,475	15,531	4,938	3,589	52,533	27,630	14,799	4,656	3,425	50,510
TOTAL	879,592	493,311	156,332	126,460	1,655,695	860,537	476,436	149,125	118,269	1,604,367

Source: 1970 Census, U. S. Department of Commerce

FY 1981

	LABOR FORCE					EMPLOYMENT				
	WHITE		NONWHITE			WHITE		NONWHITE		
Age Cohort	Male	Female	Male	Female	Total	Male	Female	Male	Female	Total
16-17	37,786	33,216	9,412	7,981	88,395	32,250	27,625	6,804	5,340	72,019
18-19	49,033	45,724	14,602	13,605	122,964	44,342	41,657	11,292	10,236	107,527
20-24	133,142	120,312	34,340	42,170	329,964	125,464	112,217	28,030	35,161	300,872
25-34	194,180	181,478	56,571	72,487	504,716	188,280	171,529	52,974	64,131	476,914
35-44	177,403	144,414	47,798	52,460	422,075	173,235	137,045	45,749	47,657	403,686
45-64	282, 88	198,438	54,342	48,901	584,469	275,580	188,978	51,852	46,058	562,468
65 & Over	50,770	18,106	6,474	4,602	79,952	48,341	16,871	5,815	4,142	75,169
TOTAL	925,102	741,688	223,539	242,206	2,132,535	887,492	695,922	202,516	212,725	1,998,655

Source: Maryland Department of Human Resources, Research and Analysis Division
Projections Model (population and labor force)

STATE OF MARYLAND
LABOR FORCE AND EMPLOYMENT PERCENTAGE SHARES BY RACE, SEX, AND AGE COHORT
1970 AND FY 1981

1970

	LABOR FORCE					EMPLOYMENT				
	WHITE		NONWHITE			WHITE		NONWHITE		
Age Cohort	Male	Female	Male	Female	Total	Male	Female	Male	Female	Total
16-17	2.6	2.7	2.6	1.8	2.5	2.4	2.5	2.3	1.4	2.3
18-19	3.9	5.7	4.4	5.0	4.6	3.7	5.6	4.0	4.4	4.4
20-24	12.4	16.6	13.2	15.9	14.0	12.3	16.5	12.7	15.5	13.8
25-34	23.2	18.7	25.1	25.7	22.2	23.3	18.7	25.4	25.8	22.3
35-44	21.5	19.2	22.4	22.3	20.9	21.7	19.2	22.8	22.8	21.1
45-64	33.2	34.0	29.1	26.4	32.6	33.4	34.4	29.7	27.2	32.9
65 & Over	3.2	3.1	3.2	2.9	3.2	3.2	3.1	3.1	2.9	3.2
TOTAL	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Source: 1970 Census, U. S. Department of Commerce

FY 1981

	LABOR FORCE					EMPLOYMENT				
	WHITE		NONWHITE			WHITE		NONWHITE		
Age Cohort	Male	Female	Male	Female	Total	Male	Female	Male	Female	Total
16-17	4.1	4.5	4.2	3.3	4.1	3.6	4.0	3.4	2.5	3.6
18-19	5.3	6.2	6.5	5.6	5.8	5.0	6.0	5.6	4.8	5.4
20-24	14.4	16.2	15.4	17.4	15.5	14.1	16.1	13.8	16.5	15.0
25-34	21.0	24.5	25.3	29.9	23.7	21.2	24.6	26.1	30.2	23.9
35-44	19.2	19.5	21.4	21.7	19.8	19.5	19.7	22.6	22.4	20.2
45-64	30.5	26.7	24.3	20.2	27.4	31.1	27.2	25.6	21.7	28.1
65 & Over	5.5	2.4	2.9	1.9	3.7	5.5	2.4	2.9	1.9	3.8
TOTAL	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Source: Maryland Department of Human Resources, Research and Analysis Division
Projections Model (population and labor force)

STATE OF MARYLAND
POPULATION 16 PLUS, LABOR FORCE AND LABOR FORCE PARTICIPATION RATE
BY RACE/SEX
1970 AND FY 1981

Race/Sex	Population Aged 16 or More				Labor Force				Labor Force Participation Rate	
	1970		FY 1981		1970		FY 1981			
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	1970	FY 1981
TOTAL	2,692,484	100.0	3,131,436	100.0	1,655,695	100.0	2,132,535	100.0	61.5	68.1
Male	1,291,163	48.0	1,440,629	46.0	1,035,924	62.6	1,148,641	53.9	80.2	79.7
Female	1,401,321	52.0	1,690,807	54.0	619,771	37.4	983,894	46.1	44.2	58.2
White	2,236,264	83.1	2,486,355	79.4	1,372,903	82.9	1,666,790	78.2	61.4	67.0
Male	1,076,268	40.0	1,151,066	36.8	879,592	53.1	925,102	43.4	81.7	80.4
Female	1,159,996	43.1	1,335,289	42.6	493,311	29.8	741,688	34.8	42.5	55.5
Nonwhite	456,220	16.9	645,081	20.6	282,792	17.1	465,745	21.8	62.0	72.2
Male	214,895	8.0	289,563	9.2	156,332	9.5	223,539	10.5	72.7	77.2
Female	241,325	8.9	355,518	11.4	126,460	7.6	242,206	11.3	52.4	68.1

Source: 1970 Census, U. S. Department of Commerce
and
Maryland Department of Human Resources, Research and Analysis Division
Projections Model (population and labor force)

VI. UNEMPLOYMENT

Though uncertainty about upcoming national economics legislation and policies lends a certain degree of indeterminacy to predictions regarding unemployment, Maryland's unemployment rate for fiscal year 1981 is expected to hover around 6.3 percent (possible range: 5.7 to 6.9 percent). The energy crunch, record-breaking double-digit inflation, soaring interest rates, and decreased rates of productivity are just some of the factors that will combine to give Maryland an average of 133,880 unemployed citizens during fiscal year 1981.

Most of the CETA prime sponsor areas throughout the state are expected to follow the statewide trend of increases in both the unemployment rate and the number of unemployed since fiscal year 1980. Following a relatively consistent pattern, Montgomery and Prince George's Counties are again expected to have the lowest jobless rates in the state, at 3.7 and 4.7 percent, respectively. In contrast, and also following a seemingly consistent pattern, Western Maryland is expected to have the most severe problem with joblessness, as reflected by its unemployment rate of 9.1 percent for fiscal year 1981. A table depicting the 1970 and fiscal year 1981 unemployment rates and number of unemployed for Maryland and its seven CETA prime sponsor areas follows. It should be noted that the rates for fiscal year 1981 are forecast estimates reflecting both the APIR methodology and the official unemployment estimating procedures. As such, these unemployment rates are subject to a 10.0 percent error range, and are dependent upon future economic conditions.

UNEMPLOYMENT VOLUME AND RATES FOR MARYLAND AND
THE CETA PRIME SPONSOR AREAS
1970 AND FY 1981

	1970		FY 1981	
	Volume	Rate	Volume	Rate
Maryland	51,328	3.1	133,880	6.3
Balance of State	5,945	3.9	16,703	7.8
Baltimore Consortium	22,600	3.8	53,900	7.2
Baltimore County	6,858	2.6	22,000	6.9
Montgomery County	4,509	2.0	11,977	3.7
Prince George's County	6,575	2.2	17,460	4.7
Western Md. Consortium	3,875	4.9	9,008	9.1
Frederick County	966	2.8	2,832	5.8

Source: Maryland Department of Human Resources
Research and Analysis Division

Youth unemployment remains an increasingly serious problem in Maryland. The unemployment rate for all segments of the youth population traditionally has been higher than that of the general population, and is projected to increase during fiscal year 1981. The highest unemployment rate in fiscal year 1981 will be among youths between the ages of 16 and 17. The rate for this age cohort will be up from 16.9 percent in 1970 to 18.5 percent during fiscal year 1981, in comparison to the rate of 6.3 percent for the general population. The 18-19 year old youths will have the second highest unemployment rate, at 12.6 percent, followed by 20-24 year olds with a rate of 8.8 percent, (which is more than double the 1970 rate of 4.3 percent). Nonwhite youths will continue to experience a disproportionate share of employment difficulties, as evidenced by the high unemployment rate of 33.1 percent projected for 16-17 year old nonwhite females during the fiscal year.

Since even further tightening of the job market is expected, no widespread relief for youth unemployment is anticipated in the near future. Contributing to this existing problem is more controlled government spending in many of those areas that previously sought to lessen the impact of youth unemployment.

Analysis of the percentage shares of unemployment within sex/race groups across the state indicates that nonwhites will continue to be over-represented. For example, nonwhite males, who will comprise only 10.5 percent of the labor force, will account for 15.7 percent of the unemployed. Further, nonwhite females, who will comprise only 11.3 percent of the labor force, will constitute 22.0 percent of the state's unemployed. Finally, as a whole, nonwhites will represent only 21.8 percent of the labor force, while forming 37.7 percent of Maryland's total unemployed for fiscal year 1981.

At the national level, there is increasing evidence that though many college-educated nonwhites have overcome racial discrimination in employment, many nonwhites in lower educational and social levels do not progress beyond low-paying jobs. Moreover, the lack of upward mobility and fruitful job experiences and training that characterize these lower-paying positions leaves many nonwhites vulnerable to periods of involuntary unemployment. Other factors, such as the effects of lingering discrimination and the exodus of industry from urban centers (where many nonwhites are concentrated), also contribute to higher unemployment rates for nonwhites. The effects of these developments are expected to continue to maintain relatively high nonwhite unemployment rates for quite some time.

As stated previously, certain population groups traditionally bear a disproportionate share of unemployment. For example, in fiscal year 1981, women in the state will continue to experience a higher unemployment rate than men: 7.7 percent compared to 5.1 percent. Similarly, a higher unemployment rate for nonwhites compared to whites will prevail: 10.8 percent versus 5.0 percent. Finally, the youngest members of the labor force (16-17 year olds) will have an unemployment rate of 18.5 percent, compared to only 5.5 percent for 25-34 year olds.

Since 1970, the average number of unemployed persons has increased by 82,552 people, or 160.8 percent. Unemployment volume has risen fastest among females (200.2 percent) and nonwhites (228.0 percent) between 1970 and fiscal year 1981. During the same time period, the sex/race grouping with the largest percentage increase was nonwhite females (259.9 percent). The smallest increase (97.4 percent) was experienced by white males.

STATE OF MARYLAND
1970 AND FY 1981

ANNUAL AVERAGES OF UNEMPLOYED PERSONS BY RACE, SEX, AND AGE COHORT

	1970					FY 1981				
	WHITE		NONWHITE			WHITE		NONWHITE		
Age Cohort	Male	Female	Male	Female	Total	Male	Female	Male	Female	Total
16-17	2,220	1,396	692	566	4,874	5,536	5,591	2,608	2,641	16,376
18-19	2,088	1,543	927	1,099	5,657	4,691	4,067	3,310	3,369	15,437
20-24	3,413	2,944	1,690	1,821	9,868	7,678	8,095	6,310	7,009	29,092
25-34	2,990	3,034	1,314	1,980	9,318	5,900	9,949	3,597	8,356	27,802
35-44	2,487	3,029	1,062	1,328	7,906	4,168	7,369	2,049	4,803	18,389
45-64	5,012	4,197	1,240	1,233	11,682	7,208	9,460	2,490	2,843	22,001
65 & Over	845	732	282	164	2,023	2,429	1,235	659	460	4,783
TOTAL	19,055	16,875	7,207	8,191	51,328	37,610	45,766	21,023	29,481	133,880

PERCENTAGE SHARES OF UNEMPLOYED PERSONS BY RACE, SEX, AND AGE COHORT

	1970					FY 1981				
	WHITE		NONWHITE			WHITE		NONWHITE		
Age Cohort	Male	Female	Male	Female	Total	Male	Female	Male	Female	Total
16-17	11.6	8.3	9.6	6.9	9.5	14.7	12.2	12.4	9.0	12.2
18-19	11.0	9.1	12.9	13.4	11.0	12.5	8.9	15.8	11.4	11.5
20-24	17.9	17.4	23.5	22.2	19.2	20.4	17.7	30.0	23.8	21.7
25-34	15.7	18.0	18.2	24.2	18.2	15.7	21.7	17.1	28.3	20.8
35-44	13.1	18.0	14.7	16.2	15.4	11.1	16.1	9.8	16.3	13.8
45-64	26.3	24.9	17.2	15.1	22.8	19.2	20.7	11.8	9.6	16.4
65 & Over	4.4	4.3	3.9	2.0	3.9	6.4	2.7	3.1	1.6	3.6
TOTAL	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Source: 1970 Census, U. S. Department of Commerce
and
Maryland Department of Human Resources, Research and Analysis Division

STATE OF MARYLAND
UNEMPLOYMENT RATES BY RACE, SEX, AND AGE COHORT
(in percents)
1970 AND FY 1981

1970

Age Cohort	WHITE		NONWHITE		Total
	Male	Female	Male	Female	
16-17	9.8	10.5	17.0	30.4	11.5
18-19	6.1	5.5	13.6	17.4	7.5
20-24	3.1	3.6	8.2	9.0	4.3
25-34	1.5	3.3	3.3	6.1	2.5
35-44	1.3	3.2	3.0	4.7	2.3
45-64	1.7	2.5	2.7	3.7	2.2
65 & Over	3.0	4.7	5.7	4.6	3.8
TOTAL	2.2	3.4	4.6	6.5	3.1

Source: 1970 Census, U. S. Department of Commerce

FY 1981

Age Cohort	WHITE		NONWHITE		Total
	Male	Female	Male	Female	
16-17	14.7	16.8	27.7	33.1	18.5
18-19	9.6	8.9	22.7	24.8	12.6
20-24	5.8	6.7	18.4	16.6	8.8
25-34	3.0	5.5	6.4	11.5	5.5
35-44	2.3	5.1	4.3	9.2	4.4
45-64	2.5	4.8	4.6	5.8	3.8
65 & Over	4.8	6.8	10.2	10.0	6.0
TOTAL	4.1	6.2	9.4	12.2	6.3

Source: Maryland Department of Human Resources, Research and Analysis Division
Projections Model (population and labor force)

STATE OF MARYLAND
UNEMPLOYMENT VOLUME AND RATE BY RACE AND SEX
1970 AND FY 1981

1970

ITEM	MALE	FEMALE	TOTAL
Unemployment Volume			
White	19,055	16,875	35,930
Nonwhite	7,207	8,191	15,398
Total	26,262	25,066	51,328
Unemployment Percentage Shares			
White	37.1	32.9	70.0
Nonwhite	14.0	16.0	30.0
Total	51.1	48.9	100.0
Unemployment Rate			
White	2.2	3.4	2.6
Nonwhite	4.6	6.5	5.4
Total	2.5	4.0	3.1

Source: 1970 Census, U. S. Department of Commerce

FY 1981

ITEM	MALE	FEMALE	TOTAL
Unemployment Volume			
White	37,610	45,766	83,376
Nonwhite	21,023	29,481	50,504
Total	58,633	75,247	133,880
Unemployment Percentage Shares			
White	28.1	34.2	62.3
Nonwhite	15.7	22.0	37.7
Total	43.8	56.2	100.0
Unemployment Rate			
White	4.1	6.2	5.0
Nonwhite	9.4	12.2	10.8
Total	5.1	7.7	6.3

Source: Maryland Department of Human Resources, Research and Analysis Division
Projections Model (population and labor force)

STATE OF MARYLAND

TOTAL NUMBER BY RACE AND SEX OF DIFFERENT PERSONS UNEMPLOYED DURING THE YEAR
FY 1981

RACE	MALE	FEMALE	TOTAL
White	141,095	146,659	287,754
Nonwhite	64,916	88,445	153,361
Total	206,011	235,104	441,115

ANNUAL AVERAGES OF LONG-TERM UNEMPLOYED PERSONS BY RACE AND SEX COHORTS
(UNEMPLOYED FOR 15 WEEKS OR MORE IN ONE YEAR)
FY 1981

RACE	MALE	FEMALE	TOTAL
White	31,517	9,215	40,732
Nonwhite	6,596	4,729	11,325
Total	38,113	13,944	52,057

Source: Maryland Department of Human Resources, Research and Analysis Division

TOTAL VETERANS

Total Veterans	629,000
Vietnam Era Veterans	195,000
Post Vietnam Era Veterans	16,000

Source: "Veteran Population-September 1979,"
Veterans Administration

VII. ECONOMIC DEVELOPMENTS AND OUTLOOK

A. Overall Economic Developments and Trends By Industry

Nonagricultural payroll employment grew by 54,500 jobs (3.5 percent) between 1977 and 1978. The predicted economic slowdown is apparent in the figures for 1978-1979, which show that only 26,500 new jobs (1.7 percent) were added--less than half that of the preceding year. As usual, the bulk of the job growth occurred in the nonmanufacturing sector (22,800 new jobs).

According to economic analysts, many of the conditions which repressed job growth in 1979--the energy crunch, skyrocketing fuel costs, record-breaking inflation rates, prohibitive interest rates, dampened consumer demand, and uncertainty about future economic developments--are expected to have similar effects in 1980. The state's economic growth in the coming year is expected to be much more limited than in the past. The most notable losses will be experienced in sectors consisting of smaller operations. Maryland as a whole, however, is expected to fare much better than other areas due to its extremely diverse economic base. Unlike Maryland, areas dependent upon one or two major industries are experiencing difficulties as recessionary effects begin weakening the economy.

STATE OF MARYLAND, 1975-1979
ANNUAL NET CHANGE IN NONAGRICULTURAL PAYROLL EMPLOYMENT

Period	Numerical Change	Percentage Change
1975-1976	19,000	1.3
1976-1977	40,800	2.7
1977-1978	54,500	3.5
1978-1979	26,500	1.7

Source: Maryland Department of Human Resources
Research and Analysis Division

Manufacturing

Manufacturing added 3,700 jobs during 1978 for a growth rate of only 1.5 percent--down from 6,900 jobs and a growth rate of 2.9 percent in 1977. These figures reflect a drop in employment growth and indicate a reduction in economic activity. Most of the increase in manufacturing employment (86.5 percent) occurred in durable goods industries, which represent over half of all manufacturing jobs. Growth in durable goods employment was attributable mainly to strong demand for products in such areas as electric and electronic equipment (+1,200), primary metals (+1,100), and non-electrical machinery (+700). These industries are expected to maintain a minimal rate of growth despite diminished demand for their products and reductions in new inventory orders and future contracts.

Several sectors experienced slight employment losses. Furniture and fixture (-400), transportation equipment (-200), and fabricated metal products (-100) declined as a result of decreased consumer demand and

concomittant inventory build-up. Looking toward fiscal year 1981, it is expected that employment prospects in these sectors will continue to diminish as consumer demand continues to decrease.

Manufactured nondurable goods employment experienced a net growth of 500 jobs in 1978. Printing and publishing, which added 1,100 jobs, may remain the only growth area in nondurables during fiscal year 1981. The effects of reduced business activity were, and will continue to be, felt by most of the other nondurable goods sectors: apparel/textile products (-500), rubber/miscellaneous plastics products (-500), food and kindred products (-200), petroleum/coal products (-200), paper and allied products (-100), and leather/leather products (-100).

Contract Construction

Economic pressures--tight money and soaring inflation rates--are already having a negative effect on the contract construction industry. Employment in this sector increased by a mere 1,600 jobs during 1978, as compared to that of 10,300 during 1977. Special trade contractors, which added 1,000 jobs, were responsible for most of the new positions; neither general building contractors nor heavy construction contractors contributed substantially to this small increase.

The contract construction industry will continue to feel the effects of reduced commercial activity as businesses curtail building and expansion activities and developers cutback residential home building. Those losses should be off-set, however, by expected gains in the public works and utilities construction sectors.

Transportation and Public Utilities

Employment in transportation and public utilities increased by 2,600 jobs between 1978 and 1979. Most of the growth (50.0 percent) was attributable to the non-railroad transportation sector. The increased business activity for the Port of Baltimore not only helped make this the best year ever for the Port, but also helped off-set the slight employment losses experienced by local and interurban passenger transit.

High energy costs, inflationary pressures, increased transportation costs, and more efficient and faster alternative means of transportation continue to dampen employment growth in the railroad industry (which accounted for only 11.5 percent of the growth in this sector during 1978).

The public utilities sector--comprised of communications, electric, gas, and sanitary services--expanded modestly by 1,000 jobs (3.0 percent) between 1978 and 1979. These new jobs are entirely attributable to the field of communications.

The bulk of job growth predicted for the transportation sector for fiscal year 1981 is expected to be attributable to increased shipping activity for the Port of Baltimore. Employment in public utilities should continue to expand modestly during fiscal year 1981 as consumer demand for these basic services persists.

Wholesale and Retail Trade

Trade employment expanded by 3,900 jobs (1.0 percent) during 1978. This is the smallest increase in recent years, and signals the beginning of a decline in job growth. The effects of decreased real disposable income are evident in both wholesale and retail trade.

Wholesale trade employment expanded by a mere 1,400 jobs during 1978. The bulk of these (+1,200) were in nondurable goods industries.

Retail trade gained 2,500 positions, and accounted for 64.1 percent of the sector's new employment. Although retail trade employment, as a whole, expanded between 1978 and 1979, there were a number of divisions (for example, general merchandise stores and drug stores/proprietary stores) which showed declines.

A combination of factors (high inflation rates, prohibitive interest rates, and economic uncertainties) will continue to impose limits on consumer spending in fiscal year 1981. Many trade sectors are likely to experience decreased demand. To this extent, employment growth will be negatively affected. Consistent consumer demand for food, clothing, gas, and household necessities will, however, foster a slight overall expansion in trade employment during fiscal year 1981.

Finance, Insurance and Real Estate

Increased activity in the finance, insurance and real estate (F.I.R.E.) sector resulted in a modest (4.2 percent) employment gain during 1978. Real estate accounted for 1,200 of the new jobs; banking for 900; and insurance agents, brokers, and services for 700.

Employment growth in F.I.R.E. sectors--particularly those of securities, investments, and certain types of real estate and holding companies--will be dampened during fiscal year 1981 as the nation slowly moves out of the recession.

Services

The services sector registered its healthiest year since the 1976-1977 period. Nearly 14,000 jobs were added during 1978, for a significant expansion rate of 4.4 percent. Most of the gain is attributable to health services (+5,600) and business services (+4,700). It should be noted that none of the major services sectors sustained any significant employment losses during the 1978-1979 period.

The health field, which was responsible for 33.8 percent of services job growth during 1978-1979, is expected to be the mainstay of the sector during fiscal year 1981.

A record number of tourists flocked to Maryland's shore in mid-1979. It is expected that reductions in real disposable income, however, will limit employment growth in the amusement and recreation sectors during fiscal year 1981.

Government

Nearly one of every four nonagricultural workers in Maryland was employed by the federal, state, or local governments during 1978-1979. Though state government employment expanded significantly during 1978, it was not enough to off-set the job losses experienced in the federal and local government areas. Total government employment actually declined by 3,000 jobs, for the first time ever.

Overall government employment is expected to gain slightly in fiscal year 1981 as state employment continues its gradual growth, and federal employment is boosted by the opening and staffing of at least two sizeable federal complexes located in Maryland. Local government employment, however, is expected to continue to suffer the aftereffects of a cut-back in federally-subsidized jobs.

STATE OF MARYLAND
ANNUAL AVERAGE NONAGRICULTURAL PAYROLL EMPLOYMENT[1] BY INDUSTRY-BY PLACE OF EMPLOYMENT
1975-1979 ANNUAL AVERAGES
(in thousands)

Industry Title	1979		1978		1977		1976		1975	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
TOTAL NONAGRICULTURAL EMPLOYMENT	1620.1	100.0	1593.6	100.0	1539.1	100.0	1498.3	100.0	1479.3	100.0
Manufacturing	245.7	15.2	242.0	15.2	235.1	15.3	232.4	15.5	230.0	15.5
Durable Goods	137.1	8.5	133.9	8.4	127.6	8.3	125.5	8.4	125.4	8.5
Lumber & wood products	5.2	0.3	4.9	0.3	4.6	0.3	4.3	0.3	3.9	0.3
Furniture & fixtures	3.6	0.2	4.0	0.3	3.9	0.3	3.7	0.2	3.4	0.2
Stone, clay & glass products	9.7	0.6	9.7	0.6	9.5	0.6	9.7	0.6	9.8	0.7
Primary metal industries	31.8	2.0	30.7	1.9	30.0	1.8	30.1	2.0	30.7	2.1
Blast furnace & basic steel products	22.6	1.4	21.8	1.4	20.9	1.4	21.4	1.4	21.5	1.5
Fabricated metal products	11.5	0.7	11.6	0.7	12.1	0.8	11.9	0.8	12.0	0.8
Metal cans & shipping containers	2.6	0.2	2.7	0.2	3.1	0.2	2.8	0.2	2.9	0.2
Machinery, exc. electrical	20.2	1.2	19.5	1.2	17.9	1.2	16.8	1.1	15.1	1.0
Electric & electronic equip.	28.9	1.8	27.7	1.7	25.5	1.7	24.0	1.6	23.1	1.6
Transportation equipment	19.3	1.2	19.5	1.2	18.0	1.2	19.1	1.3	21.7	1.5
Instruments & misc. mfg.	6.9	0.4	6.3	0.5	6.1	0.4	5.9	0.4	5.7	0.4
Nondurable Goods	108.6	6.7	108.1	6.8	107.5	7.0	106.9	7.1	104.6	7.0
Food & kindred products	29.6	1.8	29.8	1.9	31.1	2.0	31.8	2.1	31.7	2.1
Textile mill products	1.3	0.1	1.3	0.1	1.3	0.1	1.5	0.1	1.4	0.1
Apparel & other textile products	17.2	1.1	17.6	1.1	16.6	1.1	16.9	1.1	16.6	1.1
Paper & allied products	9.8	0.6	9.9	0.6	10.0	0.6	10.2	0.7	9.4	0.6
Printing & publishing	23.0	1.4	21.9	1.4	21.6	1.4	19.9	1.3	19.6	1.3
Chemicals & allied prods.	14.2	0.9	14.2	0.9	14.3	0.9	14.0	0.9	13.7	0.9
Petroleum & coal products	0.8	0.1	1.1	0.1	0.8	0.1	1.1	0.1	1.1	0.1
Rubber & misc. plastic products	10.8	0.7	10.3	0.6	9.8	0.6	9.6	0.6	9.4	0.6
Leather & leather prods.	1.9	0.1	2.0	0.1	2.0	0.1	1.9	0.1	1.7	0.1
Nonmanufacturing	1374.4	84.8	1351.6	84.8	1304.0	84.7	1265.9	84.5	1249.3	84.5
Contract construction	104.1	6.4	102.5	6.4	92.2	6.0	88.6	5.9	90.9	6.1
Transportation & public utilities	87.2	5.4	84.6	5.3	80.9	5.3	77.7	5.2	78.1	5.3
Railroad transportation	9.6	0.6	9.3	0.6	9.2	0.6	8.9	0.6	9.6	0.6
Transportation, except railroads	43.6	2.7	42.3	2.7	39.9	2.6	37.6	2.5	37.0	2.5
Communications, electric, gas, & sanitary serv.	34.0	2.1	33.0	2.1	31.8	2.1	31.2	2.1	31.5	2.1
Wholesale & retail trade	382.5	23.6	378.6	23.8	368.4	23.9	358.7	23.9	353.4	23.9
Wholesale trade	81.4	5.0	80.0	5.0	76.8	5.0	74.7	5.0	73.2	4.9
Retail trade	301.1	18.6	298.6	18.7	291.6	18.9	284.0	19.0	280.2	18.9
General merchandise	45.1	2.8	47.4	3.0	47.6	3.1	46.2	3.1	47.7	3.2
Finance, insurance, and real estate	89.2	5.5	85.6	5.4	82.8	5.4	80.1	5.3	79.8	5.4
Services & mining	331.2	20.4	317.3	19.9	305.4	19.8	288.7	19.3	281.0	19.0
Total government	380.2	23.5	383.0	24.0	374.3	24.3	372.1	24.8	366.1	24.7
Total federal government	129.4	8.0	131.1	8.2	132.0	8.6	133.1	8.9	134.0	9.1
Total state and local government	250.8	15.5	251.9	15.8	242.3	15.7	239.0	16.0	232.1	15.7

[1]The count is of jobs, not of workers. It includes full and part-time wage earners employed during the pay period including the 12th of the month. The figures are estimated based on a monthly survey of a sample of almost 3,000 employers.

SOURCE: Maryland Department of Human Resources, Research and Analysis Division

B. OCCUPATIONAL TRENDS

Occupational openings in Maryland will continue to expand slowly during fiscal year 1981. Although pratically all major sectors are expected to at least maintain previous gains, the rapid expansion which has characterized overall employment growth during recent years has been greatly curtailed by the long-dreaded economic slowdown which has filtered through Maryland.

Due to the government and service-oriented industrial composition of Maryland, employment has historically been concentrated in "white-collar" occupations: professional, technical, managerial, sales and clerical workers. During fiscal year 1981, white-collar workers will continue to dominate the employment scene. Although growth among white-collar workers will not reach the heights of previous years, the mere necessity of servicing the increasing demands of a growing population insures at least some minimal job growth.

The need for experienced, credentialed and skilled professional and technical workers should grow as both the manufacturing, and particularly, the nonmanufacturing/service industries recruit in this category. Although consumers have begun to shy away from non-essential expenses, consumer use of professionals in medical and health-related fields should remain heavy. In addition, as we continue to strive towards a more automated and technical society, the need for specialists in computer sciences and electronics should increase. Hopefully, the demand for additional workers in these fields will offset the sluggish growth forecast for other professional/ technical occupations (teachers, civil engineers, etc.).

Managers and administrators should experience some growth in fiscal year 1981. The principal thrust in employment growth in this occupational category will come from the demand by employers in the retail trade, government, and some service industries. During fiscal year 1981, potential weak points will exist for manager/administrators, especially in auto-related establishments.

Sales workers will find a limited number of available openings during fiscal year 1981. The rapid growth of self-service establishments, automated checkouts, improved merchandising techniques and an overall decline in consumer demand are just some of the factors that are expected to lessen the demand for and possibly signal job losses among sales personnel during the fiscal year.

Since industry cannot operate without a certain amount of office help, it is not surprising that clerical occupations comprise the largest occupational division in Maryland. During fiscal year 1981, clerical workers will continue to comprise one of the most stable occupational categories in Maryland. Although clerical work has become quite diversified, many new job opportunities will exist in traditional clerical occupations such as secretaries, typists, and general office clerks. During the fiscal year, employer demand will remain high for those clerical workers having particular office skills and some training or experience.

The employment outlook for blue-collar workers does not appear too encouraging during the upcoming fiscal year. High usage of blue-collar workers in Maryland's manufacturing industries makes this occupational group particularly sensitive to vacillating economic conditions. Only craft and kindred occupations, where the worker generally is more highly skilled, can expect to see any real growth during the fiscal year. Ongoing construction activity and the increasing mechanization of the business sector will result in a continued demand for workers in this category.

Operatives and nonfarm laborers, many of whom are employed in manufacturing conerns, may have a difficlut year in fiscal year 1981. The projected declines in various manufacturing firms (textiles, food and chemical products) coupled with the increased usage of labor-saving machinery will undoubtedly lessen the need for workers in this category. These losses should be offset by the growing demand for transport operatives in the trade and transportation/communication/public utilities industries.

Service work generally has low pay and low status, hence, a large turnover with resultant high replacement need. For this reason, new jobs should be relatively abundant in many service occupations. During the fiscal year, many of the new service positions will be delegated to health, cleaning and food service workers--areas where limited job skills are required.

PERCENTAGE SHARES OF THE EMPLOYED BY MAJOR OCCUPATIONAL GROUP
STATE OF MARYLAND, 1974-1978

Major Occupational Group	1978 Annual Average	1977 Annual Average	1976 Annual Average	1975 Annual Average	1974 Annual Average
Total Employed	100.0%	100.0%	100.0%	100.0%	100.0%
White-Collar Workers	59.2	59.4	58.3	58.6	56.3
Professional & Technical	20.7	20.1	20.9	19.5	17.9
Managers & Administrators, except Farm	11.7	12.1	11.1	12.5	11.4
Sales Workers	5.8	5.7	5.5	5.7	6.2
Clerical Workers	21.0	21.5	20.8	20.9	20.8
Blue-Collar Workers	26.3	27.2	27.7	27.1	30.2
Craft & Kindred Workers	12.2	13.0	12.6	12.4	14.1
Operatives, except Transport	6.5	6.6	7.2	6.9	7.3
Transport Equipment Operatives	3.3	3.6	3.3	3.4	3.7
Nonfarm Laborers	4.4	4.0	4.6	4.3	5.0
Service Workers	13.4	12.4	13.1	13.3	12.3
Farm Workers	1.1	1.0	0.9	1.0	1.2

NOTE: Items may not add due to rounding.

Source: Geographic Profile of Employment and Unemployment, 1975, 1976, 1977, 1978
Current Population Survey
U.S. Department of Labor, Bureau of Labor Statistics

C. ANTICIPATED LABOR SUPPLY AND DEMAND

Labor Supply

The tightening economic climate will begin to slow employment expansion and to produce a surplus of workers, especially at the entry and re-entry levels, during fiscal year 1981. The majority of prospective job-seekers will continue to fall within the clerical, blue-collar, or service classifications. Employers will be hampered by monetary constraints, and are expected to become more selective in hiring. The qualified applicant supply may fall short of employer demand for specific skills, experience, and/or training. Therefore, though labor supply will outpace demand, many jobs may remain unfilled as employers expect more for their money.

White-collar workers comprised 42.1 percent of all applicants registered with the Maryland Employment Service between October 1, 1978 and September 30, 1979. Of these, 22.9 percent were clerical; 13.8 percent were professional/technical/managerial; and 5.4 percent were sales.

Blue-collar workers accounted for 25.4 percent of all applicants. Of these, 13.4 percent were experienced in structural trades; 5.0 percent in machine trades; 4.2 percent in bench work; and 2.8 percent in processing.

Service workers comprised 19.5 percent of all registrants; miscellaneous workers, 11.4 percent; and farming/fishing/forestry applicants, 1.6 percent.

PERCENTAGE DISTRIBUTION BY OCCUPATION OF
REGISTERED APPLICANTS AVAILABLE
WITHIN THE STATE EMPLOYMENT SERVICE SYSTEM
STATE OF MARYLAND
OCTOBER 1, 1978-SEPTEMBER 30, 1979

Occupational Category	Percent of Total
Total Registered Applicants Available	100.0
White-Collar Workers	42.1
Professional, Technical and Managerial	13.8
Clerical	22.9
Sales	5.4
Blue-Collar Workers	25.4
Processing	2.8
Machine Trades	5.0
Bench Work	4.2
Structural Work	13.4
Service	19.5
Farming, Fishing and Forestry	1.6
Miscellaneous	11.4

Source: Employment Security Automated Reporting System (ESARS), Table 96
Maryland Department of Human Resources,
Research and Analysis Division

The Maryland State Employment Service registered 179,989 active applicants, under specific job categories, between October 1, 1978 and September 30, 1979. An examination of occupations with 650 or more active applicants indicates that the Employment Service continues to have a wealth of available applicants who have experience in a wide variety of occupations. As previously indicated, most of the applicants fell into the following occupational categories: clerical, service, professional/technical/managerial, structural worker, and the miscellaneous classification. A table listing the nine major occupational categories, and indicating all occupations with 650 or more active applicants for this period follows.

STATE OF MARYLAND
OCCUPATIONS WITH 650 OR MORE ACTIVE APPLICANTS WITHIN THE STATE EMPLOYMENT SERVICE SYSTEM
OCTOBER 1, 1978-SEPTEMBER 30, 1979

	Occupation	Number of Active Applicants
TOTAL		179,989
PROFESSIONAL, TECHNICAL AND MANAGERIAL (0-19)		24,915
045	Occupations in Psychology	770
079	Occupations in Medical and Health, n.e.c.	1,143
092	Occupations in Pre-School, Primary School, & Kindergarten Education	761
099	Occupations in Education, n.e.c.	859
160	Accountants and Auditors	683
169	Occupations in Administrative Specializations, n.e.c.	2,183
169.167.010	Administrative Assistant	1,300
185	Wholesale and Retail Trade Managers and Officials	1,834
187	Service Industry Managers and Officials	1,536
187.167.106	Managers, Food Service	731
189	Miscellaneous Managers and Officials, n.e.c.	1,302
195	Occupations in Social and Welfare Work	1,980
CLERICAL AND SALES (2)		50,772
201	Secretaries	2,868
201.362.030	Secretary (clerical), Secretarial Stenographer	2,348
203	Typists and Typewriting Machine Operators	5,477
203.362.010	Clerk-typist (clerical)	4,168
209	Stenography, Typing, Filing, and Related Occupations, n.e.c.	8,956
209.562.010	Clerk, General (clerical), Office Clerk	7,616
210	Bookkeepers and Bookkeeping Machine Operators	1,841
210.382.014	Bookkeepers (clerical) I	1,147
211	Cashiers and Tellers	6,823
211.362.010	Cashier (clerical) I	1,602
211.462.010	Cashier (clerical) II	1,796
216	Accounting and Statistical Clerks	1,406
216.482.010	Accounting Clerks	1,098
219	Computing and Account-Recording Occupations, n.e.c.	2,569
219.362.010	Administrative Clerks	2,244
222	Shipping, Receiving, Stock, and Related Clerical Occupations	3,257
222.387.050	Shipping and Receiving Clerks	784
222.387.058	Stock Clerks	1,320
235	Telephone Operators	654
237	Information and Reception Clerks	1,691
237.367.038	Receptionists	1,565
249	Miscellaneous Clerical Occupations, n.e.c.	1,434
261	Sales Occupations, Textile Products, Apparel, and Notions	1,052
279	Sales Occupations, Miscellaneous Commodities, n.e.c.	2,435
279.357.054	Salespersons, General Merchandise	1,527
290	Sales Clerks	1,995
290.477.014	Sales Clerks (retail trade)	1,547
299	Miscellaneous Sales Occupations, n.e.c.	1,034
SERVICE (3)		35,150
301	Household and Related Work	2,636
301.474.010	House Workers, General	848
311	Waiters/Waitresses and Related Food Service Occupations	5,609
311.477.014	Counter Attendants, Lunchroom or Coffee Shop	1,169
311.477.030	Waiter/Waitress, Informal	1,877
312	Bartenders	1,004
313	Chefs and Cooks, Hotels and Restaurants	2,819
313.361.014	Cooks, (hotel and restaurants)	1,037
313.361.022	Cooks, Short Order I	1,165
318	Kitchen Workers, n.e.c.	1,798
318.687.010	Kitchen Helpers	1,740

OCCUPATIONS WITH 650 OR MORE ACTIVE APPLICANTS WITHIN THE STATE EMPLOYMENT SERVICE SYSTEM
(continued)

Occupation		Number of Active Applicants
323	Housecleaners (hotels, restaurants, and related establishments)	1,420
323.687.014	Cleaners, Housekeeping	1,043
332	Hairdressers and Cosmetologists	673
355	Attendants, Hospitals, Morgues, and Related Health Services	4,865
355.674.014	Nurses Aides	3,541
359	Miscellaneous Personal Service Occupations, n.e.c.	706
372	Security Guards and Correction Officers, Except Crossing Tenders	1,748
372.667.034	Guards, Security	1,270
381	Porters and Cleaners	5,354
382	Janitors	1,113
382.664.010	Janitors (any industry)	1,089
AGRICULTURAL, FISHERY, FORESTRY, AND RELATED OCCUPATIONS (4)		2,944
406	Gardening and Groundskeeping Occupations	926
PROCESSING (5)		5,071
529	Occupations in Processing of Food, Tobacco, & Related Prods., n.e.c.	1,498
MACHINE TRADES (6)		8,974
616	Fabricating Machine Occupations	661
620	Motorized Vehicle & Engineering Equipment Mechanics & Repairers	2,291
620.261.010	Automobile Mechanics	1,232
638	Miscellaneous Occupations in Machine Installation and Repair	712
BENCH WORK (7)		7,499
706	Metal Unit Assemblers and Adjusters, n.e.c.	709
726	Occupations in Assembly and Repair of Electronic Components and Accessories, n.e.c.	749
787	Sewing Machine Operators, Nongarment	1,140
787.682.046	Sewing Machine Operators (any industry)	924
STRUCTURAL WORK (8)		24,229
806	Transportation Equipment Assemblers & Related Occupations	785
810	Arc Welders and Cutters	969
810.384.014	Arc Welders (welding)	796
840	Construction and Maintenance Painters and Related Occupations	1,109
840.381.010	Painters (construction)	972
860	Carpenters and Related Occupations	2,417
860.381.022	Carpenters (construction)	1,478
861	Brick and Stone Masons and Tile Setters	666
862	Plumbers, Gas Fitters, Steam Fitters, and Related Occupations	753
869	Miscellaneous Construction Occupations, n.e.c.	9,280
869.664.014	Construction Worker I	4,158
869.687.026	Construction Worker II	4,542
899	Miscellaneous Structural Work Occupations, n.e.c.	1,625
899.381.010	Maintenance Repairers, Building	1,263
MISCELLANEOUS (9)		20,435
904	Trailer-Truck Drivers	1,229
905	Truck Drivers, Heavy	2,526
905.663.014	Truck Drivers, Heavy (any industry)	1,792
906	Truck Drivers, Light	1,757
906.683.022	Truck Drivers Light (any industry)	1,681
913	Passenger Transportation Occupations, n.e.c.	743
915	Attendants and Servicers, Parking Lots & Automotive Serv. Facilities	1,209
915.467.010	Automobile Service Station Attendants	841
920	Packaging Occupations	3,497
920.587.018	Packagers, Hand	2,220
921	Hoisting and Conveying Occupations	1,732
921.683.050	Industrial-Truck Operators (any industry)	1,244
922	Occupations in Moving & Storing Materials & Products, n.e.c.	2,077
922.687.058	Laborers, Stores	1,891
929	Packaging and Materials Handling Occupations, n.e.c.	3,091
929.687.030	Material Handlers	2,501

SOURCE: Employment Security Automated Reporting System (ESARS)
Department of Human Resources, Research and Analysis Division

Labor Demand

Though labor demand will remain relatively consistent in fiscal year 1981, employment is not expected to experience the strong growth characteristic of recent years. As employers begin to feel the pinch of soaring interest rates, dampened business activity, and inflation-burdened consumers, employers will become more mindful of choosing the more skilled and experienced applicant(s). Job competition is expected to intensify among potential job applicants, as they considerably outnumber job openings.

Listed below are occupations projected to increase by 3,000 or more workers across the state between 1976 and 1982.

OCCUPATIONS WITH THE LARGEST PROJECTED EMPLOYMENT GROWTH*
WITHIN MARYLAND
1976-1982

High Growth Occupations	Projected Employment Growth	Rate of Growth
1. Janitors & Sextons	7,700	15.21
2. Sales Clerks	7,400	12.91
3. General Clerks, Office	7,390	14.53
4. Secretaries	6,570	14.57
5. Nurses Aides/Orderlies	4,810	26.64
6. Nurses, Professional	4,690	26.60
7. Guards & Doorkeepers	4,310	32.23
8. Typists	4,150	17.56
9. Waiters or Waitresses	3,950	17.69
10. Truck Drivers	3,820	13.48
11. Helpers, Trades	3,560	23.23
12. Food Preparation & Service Workers, Fast Food Restaurants	3,220	17.12
TOTAL	61,570	

*This list includes all those occupations projected to increase by 3,000 or more workers.

Source: Maryland Occupational Industrial Outlook 1982
Occupational Employment Statistics Program
Maryland Department of Human Resources
Research and Analysis Division

Listed below are occupations with projected employment declines of 100 or more workers across the state between 1976 and 1982.

OCCUPATIONS WITH THE LARGEST PROJECTED EMPLOYMENT DECLINE*
WITHIN MARYLAND
1976-1982

Largest Declining Occupations	Projected Employment Decline	Rate of Decline
1. Poultry Dressers, Eviscerators	750	38.56
2. Sewers & Stitchers	440	4.54
3. Misc. Machine Operatives, Chemical & Allied Products	230	9.67
4. Cannery Workers	190	8.04
5. Semiskilled Packing, Inspecting Operatives	180	1.51
6. Semiskilled Textile Operatives	160	22.32
7. Meat Cutters, Butchers	150	30.58
8. Misc. Machine Operatives, Meat & Dairy Products	150	19.92
9. Fuel Pump Attendants, Lubricators	150	1.44
10. Chicken Cutters	110	38.60
11. Taxi Drivers	100	20.44

*All occupations (or occupational clusters) projected to decline by 100 or more workers were included in the above list of Largest Declining Occupations.

Source: Maryland Occupational Industrial Outlook 1982
Occupational Employment Statistics Program
Maryland Department of Human Resources
Research and Analysis Division

Between October 1, 1978 and September 30, 1979, the majority of all nonagricultural openings received by the Employment Service (36.9 percent) were for white-collar workers. Of these, clerical openings were largest, at 20.8 percent; professional/technical/managerial openings followed, at 11.0 percent; and sales openings comprised the smallest segment, at 5.1 percent.

Blue-collar openings constituted nearly one-third the total requests, at 29.7 percent. Of these, 16.4 percent were in structural work; 5.0 percent were in machine trades; 4.9 percent were in bench work; and 3.4 percent were in processing.

Service worker openings comprised 20.1 percent of the total requests; miscellaneous openings, 10.5 percent; and farming/fishing/forestry openings, 2.8 percent.

PERCENTAGE DISTRIBUTION BY OCCUPATION OF
NONAGRICULTURAL OPENINGS RECEIVED BY THE
STATE EMPLOYMENT SERVICE
STATE OF MARYLAND
OCTOBER 1, 1978-SEPTEMBER 30, 1979

Occupational Category	Percent of Total Nonagricultural Openings Received
Total Openings	100.0
White-Collar Workers	36.9
Professional, Technical & Managerial	11.0
Clerical	20.8
Sales	5.1
Blue-Collar Workers	29.7
Processing	3.4
Machine Trades	5.0
Bench Work	4.9
Structural Work	16.4
Service	20.1
Farming, Fishing and Forestry	2.8
Miscellaneous	10.5

Source: Employment Security Automated Reporting System (ESARS), Table 96
Maryland Department of Human Resources,
Research and Analysis Division

An examination of the listing of occupations with 50 or more unfilled nonagricultural openings as of September 30, 1979 reveals that quite a large number of positions are remaining open. This phenomenon seems rather perplexing at a time when the labor market is tight, unemployment is high, and jobs are reportedly difficult to find. However, it appears that numerous factors influence this situation both on the part of employers and job seekers. For example, employers now seem to be more selective in their hiring practices and are often asking applicants for certain credentials such as an educational degree, a training certificate or a union card. In addition, many employers are looking for persons with prior work experience and specific skills. Due to the abundance of applicants available and the fact that today's economic situation is causing employers to be more reluctant to take risks when hiring, more employers are opting to hold out until they get exactly what they want in an applicant. On the other hand, many job applicants are turning away from certain positions due to various factors such as inadequate wages, poor working conditions, geographic location of the job, and stiffer entrance requirements for specific occupations.

Fully 42.0 percent of all the occupations with 50 or more unfilled nonagricultural openings were among white-collar jobs in professional/technical/managerial and clerical/sales occupations, with the bulk of the openings in the clerical field. Although there is usually a healthy

demand for white-collar workers, many of the listed jobs remain unfilled, because they require specific skills and work experience which many Employment Service applicants do not possess. Blue-collar occupations with 50 or more unfilled openings accounted for 30.5 percent of the available positions with the largest number of surplus openings in structural work occupations. This latter job classification probably remains in the hard-to-fill category because of the specialized skills needed for so many of the orders.

Most major industrial employers, particularly those in the manufacturing and contract construction fields, are continually looking for qualified jobseekers. Job orders for machine trades, benchwork, structural and miscellaneous workers have traditionally been high due to the need for workers in these skilled trades. However, the supply of qualified applicants usually falls short. Through fiscal year 1981, industrial demand for these workers is expected to show some slight contraction due to tightened economic conditions, and consequently, employers will probably continue to show preference for skilled job-prepared and job-ready applicants.

On the other hand, from the applicants point of view it is felt that many of the surplus jobs in services, processing, and farming/fishing/forestry, although requiring less skill, remain unfilled because applicants often find them undesirable. Frequently, the jobs are just entry-level, low paying and generally offer little chance for advancement.

STATE OF MARYLAND
OCCUPATIONS WITH 50 OR MORE UNFILLED NONAGRICULTURAL OPENINGS
WITHIN THE STATE EMPLOYMENT SERVICE SYSTEM
SEPTEMBER 30, 1979

Occupation		Number of Unfilled Openings	Percent of Total
TOTAL		9,256	100.0
PROFESSIONAL, TECHNICAL AND MANAGERIAL OCCUPATIONS (0-1)		1,392	15.0
003	Electrical/Electronic Engineering Occupations	159	
003.161.014	Electronics Technicians	89	
005	Civil Engineering Occupations	54	
007	Mechanical Engineering Occupations	102	
012	Industrial Engineering Occupations	96	
020	Occupations in Mathematics	134	
020.162.014	Programmer, Business	76	
079	Occupations in Medicine and Health, n.e.c.	62	
168	Inspectors and Investigators, Managerial and Public Service	55	
189	Miscellaneous Managers and Officials, n.e.c.	98	
195	Occupations in Social and Welfare Work	73	
CLERICAL AND SALES OCCUPATIONS (2)		2,496	27.0
201	Secretaries	199	
201.362.030	Secretary (clerical), Secretarial Stenographer	174	
203	Typists and Typewriting Machine Operators	541	
203.362.010	Clerk-Typists (clerical)	345	
203.582.066	Typists (clerical)	50	
209	Stenography, Typing, Filing, and Related Occupations, n.e.c.	216	
209.562.010	Clerks, General (clerical) Office Clerks, Routine	184	
211	Cashiers and Tellers	136	
216	Accounting and Statistical Clerks	66	
216.482.010	Accounting Clerks (clerical)	54	
219	Computing and Account-Recording Occupations, n.e.c.	55	
222	Shipping, Receiving, Stock, and Related Clerical Occupations	85	
250	Sales Occupations, Real Estate and Insurance	130	
250.257.010	Sales Agents, Insurance	128	
279	Sales Occupations, Miscellaneous Commodities, n.e.c.	145	
279.357.054	Salesperson, General Merchandise (retail & wholesale trade)	65	
290	Sales Clerks	59	
290.477.014	Sales Clerks (retail trade)	56	
292	Route Sales and Delivery Occupations	75	
292.353.010	Driver, Sales Route	59	
299	Miscellaneous Sales Occupations, n.e.c.	144	
299.357.014	Telephone Solicitors, Telephone Sales Representatives	126	
SERVICE OCCUPATIONS (3)		1,772	19.1
301	Household and Related Work	152	
301.474.010	House Workers, General (domestic service) Housekeepers, Home	104	
311	Waiters, Waitresses, and Related Food Service Occupations	285	
311.477.014	Counter Attendants, Lunchroom or Coffee Shop	57	
311.477.030	Waiter/Waitress, Informal (hotel and restaurant)	134	
313	Chefs and Cooks, Hotels and Restaurants	161	
313.361.014	Cooks (hotel and restaurant)	81	
318	Kitchen Workers, n.e.c.	129	
318.687.010	Kitchen Helpers (hotel and restaurant), Cook Helpers	129	
355	Attendants, Hospitals, Morgues, and Related Health Services	52	
372	Security Guards and Correction Officers, Except Crossing Tenders	353	
372.667.034	Guards, Security, Patrol Guards, Watchguard, Special Police Officers	316	
381	Porters and Cleaners	241	
382	Janitors	56	
382.664.010	Janitors (any industry), Maintenance Engineers, Bldg. Superintendents	55	

OCCUPATIONS WITH 50 OR MORE UNFILLED NONAGRICULTURAL OPENINGS
WITHIN THE STATE EMPLOYMENT SERVICE SYSTEM
(continued)

Occupation		Number of Infilled Openings	Percent of Total
AGRICULTURAL, FISHERY, FORESTRY, AND RELATED OCCUPATIONS (4)		155	1.7
406	Gardening and Groundskeeping Occupations	70	
PROCESSING OCCUPATIONS (5)		137	1.5
MACHINE TRADES OCCUPATIONS (6)		542	5.9
600	Machinists and Related Occupations	69	
620	Motorized Vehicle and Engineering Equipment Mechanics & Repairers	148	
620.261.010	Automobile Mechanics (auto service), Garage Mechanics	96	
638	Miscellaneous Occupations in Machine Installations & Repair	64	
BENCH WORK OCCUPATIONS (7)		503	5.4
726	Occupations in Assembly and Repair of Electronic Components and Accessories, n.e.c.	86	
787	Sewing Machine Operators, Nongarment	63	
STRUCTURAL WORK OCCUPATIONS (8)		1,638	17.7
807	Body Workers, Transportation Equipment	52	
821	Occupations in Assembly, Installation, and Repair of Transmissions and Distribution Lines and Circuits	68	
840	Construction and Maintenance Painters and Related Occupations	84	
840.381.010	Painters (construction)	82	
860	Carpenters and Related Occupations	213	
860.381.022	Carpenters (construction)	115	
861	Brick and Stone Masons and Tile Setters	76	
861.381.018	Bricklayers (construction)	54	
862	Plumbers, Gas Fitters, Steam Fitters, and Related Occupations	86	
869	Miscellaneous Construction Occupations, n.e.c.	485	
869.664.014	Construction Worker I	223	
869.687.026	Construction Worker II	243	
899	Miscellaneous Structural Work Occupations, n.e.c.	85	
MISCELLANEOUS OCCUPATIONS (9)		621	6.7
904	Trailer Truck Drivers	51	
905	Truck Drivers, Heavy	91	
913	Passenger Transportation Occupations, n.e.c.	90	
915	Attendants and Servicers, Parking Lots, and Automotive Service Facilities	64	
922	Occupations in Moving and Storing Materials and Products, n.e.c.	58	
922.687.058	Laborers (stores)	56	
929	Packaging and Material Handling Occupations, n.e.c.	87	
929.687.030	Material Handlers	56	

SOURCE: Employment Security Automated Reporting System (ESARS), Table 96
Department of Human Resources, Research and Analysis Division

The following list of permanent, full-time openings in the Maryland Job Bank reveals the industrial dispersion of employer's labor demand.

PERMANENT, FULL-TIME OPENINGS AVAILABLE AS OF DECEMBER 31, 1979
IN REPORTING DISTRICTS OF THE MARYLAND EMPLOYMENT SERVICE'S JOB BANK
BY SELECTED INDUSTRY GROUP

Industry	Openings Available	Percent of Total Openings Available
TOTAL OPENINGS, ALL INDUSTRIES	4,399	100.0
Total Agriculture, Forestry, and Fishing	64	1.5
Agricultural Production--Crops	7	
Agricultural Production--Livestock	16	
Agricultural Services	40	
Fishing, Hunting, and Trapping	1	
Total Mining	7	0.2
Bituminous Coal and Lignite Mining	7	
Total Construction	514	11.7
Bldg. Const.-Gen.Contr. & Oper. Bldr.	207	
Construction Other Than Building-General Contractors	68	
Construction--Special Trade Contractors	239	
Total Manufacturing	765	17.4
Durable Goods	421	
Lumber and wood products, except furniture	18	
Furniture and fixtures	42	
Stone, clay, glass, and concrete products	4	
Primary metal industries	44	
Fabricated metal products, exc. machine & transp. equipment	39	
Machinery, except electrical	64	
Elec. and elec. mach., equip., and supplies	67	
Transportation equipment	95	
Instruments, optical goods, time pieces	37	
Miscellaneous manufacturing industries	11	
Nondurable Goods	344	
Food and kindred products	69	
Textile mill products	17	
Apparel and other finished products, fab.	89	
Paper and allied products	22	
Printing, publishing, and allied industries	47	
Chemicals and allied products	57	
Petroleum refining and related industries	5	
Rubber and miscellaneous plastics products	33	
Leather and leather products	5	
Total Transportation, Communication, Electric, Gas, Sanitary Services	179	4.1
Railroad Transportation	18	
Local Transit and Interurban Highway Transportation	4	
Motor Freight Transportation and Warehousing	64	
Water Transportation	5	
Transportation by Air	1	
Transportation Services	4	
Communication	38	
Electric, Gas, and Sanitary Services	45	
Total Wholesale Trade	155	3.5
Wholesale Trade--Durable Goods	79	
Wholesale Trade--Nondurable Goods	76	

PERMANENT, FULL-TIME OPENINGS AVAILABLE AS OF DECEMBER 31, 1979
IN REPORTING DISTRICTS OF THE MARYLAND EMPLOYMENT SERVICE'S JOB BANK
BY SELECTED INDUSTRY GROUP
(continued)

Industry	Openings Available	Percent of Total Openings Available
Total Retail Trade	713	16.2
Building Material, Hardware, Garage Supplies, Mobile Home Dealers	15	
General Merchandise Stores	110	
Food Stores	34	
Automotive Dealers and Gas Service Stations	78	
Apparel and Accessory Stores	32	
Furniture, Home Fur. & Equipment Stores	20	
Eating and Drinking Places	312	
Miscellaneous Retail	112	
Total Finance, Insurance, and Real Estate	257	5.8
Banking	99	
Credit Agencies Other than Banks	11	
Sec. & Commod. Brk., Deal., Exchg., & Svcs.	4	
Insurance	54	
Insurance Agents, Brokers, and Service	20	
Real Estate	68	
Holding and Other Investment Offices	1	
Total Services	1,038	23.6
Hotels, Rooming Houses, Camps and Related	20	
Personal Services	37	
Business Services	232	
Automotive Repair, Services, & Garages	73	
Miscellaneous Repair Services	29	
Motion Pictures	2	
Amusement and Recreation Services, Exc: Movies	54	
Health Services	144	
Legal Services	15	
Educational Services	164	
Social Services	155	
Museums, Galleries, Botany Gardens, Zoos	9	
Membership Organizations	28	
Private Households	32	
Miscellaneous Services	44	
Total Public Administration	705	16.0
Executive, Legislative, and General Government, Exc. Finance	431	
Justice, Public Order, and Safety	36	
Public Finance, Tax. and Monetary Policy	11	
Administration of Human Resources Programs	148	
Administration of Envir. Qual. & Housing Programs	59	
Administration of Economic Programs	15	
National Security and International Affairs	5	

SOURCE: Labor Market Information Analytical Table Services, Job Search Information Unit
Maryland Department of Human Resources, Employment Security Administration

VIII. ESTIMATE OF NEED FOR MANPOWER SERVICES

A. Overview of the Universe of Need

An annual average of 386,397 Marylanders are anticipated to need manpower services during fiscal year 1981. These people include the unemployed, the underemployed, ex-offenders, adult public assistance recipients, and economically disadvantaged adults. Also included are portions of other target groups, such as youth, older persons, veterans, and handicapped persons.

Maryland offers a broad spectrum of manpower programs and services designed to meet the differing needs of a variety of population groups. Objectives to raise the employability of the disadvantaged, assist target groups in obtaining jobs, reduce skill shortages, and link supply and demand in the most productive manner are basic to all manpower programs. To assure accomplishment of these ends, each program has a different focus and different target groups, as reflected in the services offered. Among the array of possible services are:

-----job information
-----employment counseling
-----vocational testing
-----support services
-----classroom training
-----on-the-job training
-----work experience
-----public service employment
-----job referral
-----job placement

A program's focus usually takes one of two complementary directions: the provision of information regarding job opportunities and job-hunting procedures, and the improvement of a persons's employability through training, work experience, and/or counseling.

ESTIMATE OF NEED FOR MANPOWER SERVICES
PLAN OF SERVICE PROFILE-FY 1981
STATE OF MARYLAND

	Annual Average No. of Individuals
Persons Estimated to Need Manpower Services	386,397
Target Groups	
Economically Disadvantaged Adults (family income below poverty)	97,735
Unemployed	133,880
Long-term Unemployed (15 weeks or more)	52,057
Employed Part-Time for Economic Reasons	79,713
Welfare Recipients[1]	210,000
Youth (aged 16-24)	764,104
Older Persons (aged 45 and over)	1,321,476
Vietnam Era Veterans (as of 10/10/79)[2]	195,000
Handicapped (as of the 1970 census count)[3]	128,779
Ex-Offenders (12/31/79)[4]	45,263
Labor Market Statistics	
Population (aged 16 or more)	3,131,436
Labor Force	2,132,535
Labor Force Participation Rate	68.1
Employment	1,998,655
Unemployment	133,880
Unemployment Rate[5]	6.3

[1]Counted are recipients of Aid to Families with Dependent Children, Public Assistance to Families with Dependent Children, General Public Assistance, or General Public Assistance to Employables.

[2]From "Veteran Population--September 1979," Veterans Administration.

[3]From 1970 Census, U.S. Department of Commerce. The count includes disabled persons aged 16-64 who were employed, unemployed, or not in the labor force but able to work.

[4]From the Division of Parole and Probation, Maryland Department of Public Safety and Correctional Services. The count includes persons on parole or probation as of 12/31/79.

[5]6.3 percent calculated to incorporate the Atlas methodology. The rate of joblessness during fiscal year 1981 is estimated to range between 5.7 and 6.9 percent.

Source: Maryland Department of Human Resources
Research and Analysis Division

B. CHARACTERISTICS OF PERSONS NEEDING MANPOWER SERVICES

1. General Characteristics

A general picture of the characteristics of all persons projected to need manpower services can be gained by examining the characteristics to applicants for state Employment Services. Statistics on applicants for state Employment Services (E.S.) for the last complete fiscal year (October 1, 1978-September 30, 1979) indicate that female and male applicants appeared in roughly the same proportions (50.5 percent to 49.5 percent, respectively).

The number of female and nonwhite E.S. applicants is gradually edging upward. For example, nonwhites constituted 40.4 percent of the state's E.S. applicants--nearly twice their share in the labor force--between October 1, 1978 and September 30, 1979.

Manpower specialists have specifically identified various target groups by their unique characteristics and needs. Members of these groups, which are not necessarily mutually exclusive, were among those applying for state Employment Services. Economically disadvantaged persons constituted 36.8 percent of the total applicants; welfare recipients, 21.0 percent; veterans, 15.5 percent (5.9 percent of whom were Vietnam-era vets); and handicapped persons, 5.4 percent. Due to their particular needs, many of these target groups receive special services largely because of federally mandated programs.

An examination of applicant characteristics also indicates that those seeking services differ widely in age, life style, background, experience, and education, and thus require different types of services. For example, the 31.9 percent of the applicants who resided in rural areas would tend to have very different job assistance needs than the 68.1 percent of applicants who resided in urban areas. In addition, as could be expected in an agency mandated to process unemployment insurance claims, claimants for unemployment insurance constituted 45.2 percent of the total E.S. applicants; while only 8.7 percent of all applicants were employed.

Nearly half (45.6 percent) the applicants were in the 25-44 year old age group, which is the least affected by age discrimination. A total of 40.6 percent of the applicants were under 25 years of age --a figure which generates concern due to the extreme difficulties in providing employment services to youths. The older members of the labor force appear much more firmly entrenched in the world of the employed since only 13.8 percent of the applicants were aged 45 and older.

It is noteworthy that fully 38.9 percent of the E.S. applicants did not complete high school, despite the rising educational level of today's general population.

Briefly, the state Employment Service applicant population presents a wide range of characteristics and needs. Many of those persons seeking manpower services are members of various target groups who face certain established barriers in their quest for employment. Furthermore, as record-breaking inflation and soaring interest rates continue to curb business activities, it is expected that many of these target group members will need to make increasing use of established manpower services.

CHARACTERISTICS OF APPLICANTS AT STATE EMPLOYMENT SERVICE OFFICES
10/1/78-9/30/79
STATE OF MARYLAND

	Percent of Total
Total Applicants Available During the Period	100.0%
Age	
Under 20	14.2
20-21	11.0
22-24	15.4
25-29	18.8
30-39	20.9
40-44	5.9
45-54	8.2
55-64	4.6
65 and Over	1.0
Sex	
Male	49.5
Female	50.5
Race	
White	59.0
Nonwhite	40.4
Hispanic	0.6
Employment Status	
Full-Time Employed	5.4
Part-Time Employed	3.3
Not Working	91.3
Economically Disadvantaged	36.8
Welfare Recipient	21.0
UI Claimant	45.2
Residence	
Urban	68.1
Rural	31.9
Veteran	15.5
Recently Separated	5.2
Disabled	0.8
Vietnam	5.9
Handicapped	5.4
Highest Grade Completed	
0-7	4.4
8-11	34.5
12	42.8
Over 12	18.3

Source: Maryland Department of Human Resources
Research and Analysis Division
Employment Security Automated Reporting System, Table 6

2. Characteristics of the Economically Disadvantaged

The U.S. Office of Management and Budget defines an economically disadvantaged person as someone who:

1. is a member of a family which receives cash welfare payments under federal, state, or local welfare programs:

OR

2. is a member of a family with the total family income which, in relation to family size, (1) does not exceed the poverty level determined in accordance with criteria established by OMB or (2) is 70 percent of the lower living standard income level, whichever is higher.

The OMB Poverty Income Guidelines are:

Size of Family Unit	Nonfarm Family	Farm Family
1	$3,790	$3,250
2	5,010	4,280
3	6,230	5,310
4	7,450	6,340
5	8,670	7,370
6	9,890	8,400

For family units with more than six members, add $1,220 for each additional member in nonfarm family and $1,030 for each additional member in a farm family.

OR

3. is a foster child on behalf of whom state or local government payments are made.

It is projected that there will be 314,028 economically disadvantaged persons in Maryland during fiscal year 1981 - a decline of 71,718 people, or 18.6 percent from the 1970 census count of poor persons[1]. Adults will account for 97,735 people; children[2] will account of 68.9 percent of the total; and nonwhites will constitute 48.1 percent of the total.

[1]The definitions of poor persons and economically disadvantaged persons are somewhat different.

[2]Children: Persons aged under 16 and other dependents aged 16 to 21 who attend school or participate in a work study program.

Information on the characteristics of economically disadvantaged applicants for the state's Employment Services is generally accepted as representative of the characteristics of all economically disadvantaged adults needing manpower services. The majority (58.0 percent) of the economically disadvantaged E.S. applicants between October 1,1978 and September 30, 1979 were welfare recipients. The age breakdown of applicants revealed that 42.8 percent were aged 20 to 29 years old, while all those aged 30 and over comprised only 41.3 percent of the total for the period. During that same period, the state's economically disadvantaged applicants were predominantly female (61.9 percent) and nonwhite (60.7 percent). The vast majority (92.2 percent) of the disadvantaged applicants were not working, while only 32.4 percent were unemployment insurance claimants; 23.0 percent were rural residents; 10.4 percent were veterans; and 5.4 percent were handicapped. Educationally, slightly less than half the applicants (45.1 percent) had completed high school.

CHARACTERISTICS OF ECONOMICALLY DISADVANTAGED APPLICANTS
AT STATE EMPLOYMENT SERVICE OFFICES
10/1/78-9/30/79
STATE OF MARYLAND

	Percent of Total
Total Economically Disadvantaged Applicants Available During the Period	100.0%
Age	
Under 20	15.9
20-21	9.7
22-24	13.6
25-29	19.5
30-39	24.3
40-44	6.5
45-54	7.3
55-64	2.7
65 and Over	0.5
Sex	
Male	38.1
Female	61.9
Race	
White	38.6
Nonwhite	60.7
Hispanic	0.7
Employment Status	
Full-Time Employed	4.2
Part-Time Employed	3.6
Not Working	92.2
Economically Disadvantaged	100.0
Welfare Recipient	58.0
UI Claimant	32.4
Residence	
Urban	77.0
Rural	23.0
Veteran	10.4
Recently Separated	4.0
Disabled	0.6
Vietnam Era	3.8
Handicapped	5.4
Highest Grade Completed	
0-7	6.3
8-11	48.6
12	34.8
Over 12	10.3

Source: Maryland Department of Human Resources
Research and Analysis Division
Employment Security Automated Reporting System, Table 6B

3. Characteristics of Selected Target Groups

In the interest of providing the most comprehensive and effective service to all their clientele, employment and training agencies have sought to identify certain target groups because of their specific characteristics and needs. These selected target groups include people who are victims of many kinds of discrimination, or who are attempting to enter the employment market with limited education, skills, training, and/or job experience. Recognition of various employment problems unique to certain groups led to enactment of equal opportunity and affirmative action legislation which covers most of the major target groups in one form or another. The relatively new Targeted Job Tax Credit (TJTC) Internal Revenue Service program is a very comprehenvise program that gives substantial financial benefits to employers who hire and/or train qualified low income and disadvantaged workers. Moreover, the procedures and requirements for the program have been streamlined to further enhance its use. The following seven categories of workers, who encompass most of the major target groups indentified as having employment difficulties, can be certified for TJTC credits:

1. recipients of Supplementary Security Income (SSI)
2. handicapped persons in vocational rehabilitation
3. persons aged 18-24 who are members of economically disadvantaged families
4. economically disadvantaged Vietnam-era veterans under 35 years of age
5. recipients of general assistance for 30 days or more
6. persons aged 16-18 who are participants in qualified cooperative education programs
7. ex-convicts who are members of economically disadvantaged families hired within five years after the date of release from prison or date of conviction.

YOUTH

One of the most widely recognized target groups will continue to be the youth population. Youth traditionally face many barriers to employment including lack of skills and/or experience, ineffective use of labor market information, lack of transportation, and a reputation for poor work habits. The rise in the minimum wage has made jobs which formerly were youth-dominated more attractive to older workers. The labor force population (especially at the entry level) is expanding more rapidly than are employment opportunities. Past recognition of youth employment barriers and disproportionately high rates of unemployment helped to establish programs aimed at training and employing the youth population. However, possible restraints in government spending may jeopardize these programs. Manpower planners may be greatly challenged as youth are forced to compete for scarce jobs in a tightened job market.

There will be 764,104 Maryland youth aged 16-24 in fiscal year 1981 - an increase of 40,990 since fiscal year 1980. The 16-19 year old group, totaling 350,745 persons, is expected to have a labor force participation rate of 60.3 percent. This will be surpassed by that of the 20-24 year old group (79.8 percent). The difference is understandable since the latter group contains a greater proportion of young persons who must work to support themselves.

It is disturbing, however, that the 20-24 year old group (considered to be self-supporting) is expected to have an 8.8 percent unemployment rate in fiscal year 1981, as compared to that of 6.3 percent for the general population. The unemployment rate for 16-19 year olds, who face even greater employment difficulties, is expected to be 15.1 percent - more than double that of the general population.

PERSONS EMPLOYED PART-TIME FOR ECONOMIC REASONS

Another target group identified as needing manpower services consists of persons employed part-time for economic reasons. This group is expected to number 79,713 persons in fiscal year 1981. Although these people are already employed, many are still able to benefit from manpower services. The majority of this population have sought, but have not been able to secure, full time employment, and are working part-time out of financial necessity. It is noteable that the largest sex/race group in this target population (white females - 26,839 persons in fiscal year 1981) is the only group that actually declined (by 14.7 percent) since last year. This group is now closer in number to the white male group, which increased slightly to 23,341 persons.

It appears that the overall nonwhite increase of 45.1 percent, when compared with the overall white decrease of 7.8 percent, further underscores the disproportionate problems nonwhites face in securing adequate full-time employment.

To conclude, current economic and social conditions lead us to expect that a significant number of our general population will continue to be employed part-time for economic reasons.

VETERANS

The veteran population, also identified as needing special manpower services, is steadily increasing in Maryland as well as nationally. Specifically, 629,000 veterans were estimated to reside in Maryland as of September 30, 1979 - an increase of approximately 3,000 in one year. Since the majority of this total group is older and more established in employment, they are not of as much concern to manpower planners as are the more recently separated veterans. Included in this latter group are 195,000 Vietnam-era veterans, who increased by 4,000 since the previous year; and the 16,000 post Vietnam-era veterans, whose ranks grew by 6,000 people (or 60.0 percent) in just one year.

Even though the federal government has continually responded to the needs of veterans through special laws, privileges, and programs, our Vietnam-era veterans and post Vietnam-era veterans continue to encounter many special difficulties in re-entering civilian life. For example, unlike many of the veterans of previous wars who came home to heroes' welcomes and handsome offers, Vietnam-era veterans came home to much less generous offers, largely due to the deteriorating economy and the fact that they fought in an extremely unpopular war. In addition to the normal problems encountered by persons needing manpower services, veterans encounter two other significant problems which are unique to their group. First, many young veterans enter the military during or immediately following high school. When they return to civilian life, their non-veteran counterparts are often established in the employment world, so the young veteran is at a disadvantage in experience and training. Second, many of the skills that are obtained in military service are not applicable to civilian occupations. Younger veterans, minority veterans, and disabled veterans are still likely to encounter barriers to employment beyond the usual veteran problems necessitating even more supportive services from manpower planners.

OLDER WORKERS

One of Maryland's largest identified target groups consists of older persons. In line with national trends, older people are currently one of the fastest growing segments of our population. To illustrate, in comparison to Maryland's overall population growth rate of 9.4 percent between 1970 and fiscal year 1981, the population 45 years and above is expected to increase by more than twice that rate (21.7 percent, or by 235,675 people). By fiscal year 1981, approximately 1,321,476 persons aged 45 and over will reside in Maryland.

Although an ever-increasing number of older citizens are electing to remain in the labor force past the normally-accepted retirement age of 65, the majority of older persons seeking manpower services consists of those people between the ages of 45 and 64. This group in expected to number 903,945 persons in fiscal year 1981, which represents an increase of 117,826 persons since 1970. Of this total, an estimated 584,469 persons will be part

of the labor force, generating a labor force participation rate of 64.7 percent (which is nearly as high as that of 68.1 percent projected for the general population).

Many employers are reluctant to hire older workers since it is felt they have passed their prime. Older workers are often the victims of age discrimination especially in occupations requiring physical exertion or lengthy (and costly) training periods. It is unfortunate that many employers reject older workers due to age alone as they often have acquired valuable skills and experience which would be an asset to the employers.

The recent emphasis on older Americans, equal opportunity legislation, and publicity has improved the employment conditions of labor force members aged 45-64 years.

Although this group's unemployment rate is expected to be relatively low (3.8 percent as compared with 6.3 percent for the general population), it should be remembered that once unemployed, members of this group often have greater difficulty than their younger counterparts in re-entering the job market.

EX-OFFENDERS

One of the smallest identified target groups continues to be ex-offenders. Persons on parole or probation are classified in this group, which numbered 45,263 persons as of December 31, 1979 (up 12.3 percent since December 31, 1978, and up 36.8 percent since December 31, 1977). Ex-offenders are probably more in need of various supportive and manpower services than most other target groups since the alternatives often involve recidivism. Furthermore, ex-offenders often do not receive the automatic assistance that other target group members receive through various mandated affirmative action policies. In line with prior trends, the largest numerical increase (2,522 persons) occurred within the group of 18-30 year olds on probation, which remains the largest category of ex-offenders. By age, the smallest group of ex-offenders is still persons under 18 (118 persons, or less than 1.0 percent of the total). In addition, females continue to constitute only a small portion (14.6 percent) of the total ex-offenders. The majority (66.9 percent) of persons on parole are nonwhite males. White males, who represent 43.6 percent of all ex-offenders, comprise 42.5 percent of persons on probation. Although nonwhite males constitute only about 9.8 percent of the general population, they represent a disproportionately large share (41.8 percent) of all ex-offenders. In addition, it is found that manpower specialists must give particular attention to this group since members often belong to at least two target groups simultaneously.

Since practically all members of this special target group experience some sort of employment difficulties, it is hoped that new programs designed specifically to aid ex-offenders will help alleviate some of the problems that many of them encounter in their quest for suitable employment.

ECONOMICALLY DISADVANTAGED ADULTS AND WELFARE RECIPIENTS

The third largest target group dealt with by manpower specialists are the economically disadvantaged. Maryland is expected to have 97,735 economically disadvantaged adults in fiscal year 1981, which is a sizeable decrease of 38.3 percent from the fiscal year 1980 figure of 158,778 persons. The state is expected to have only 66,000 adult welfare recipients in fiscal year 1981, representing a decrease of 13.2 percent from the fiscal year 1980 figure of 75,989 persons, and a reduction of 19.5 percent from the fiscal year 1979 figure of 81,988 persons. It is felt that the declines can be partially attributed to the various government-sponsored programs such as food stamps, liberal revenue sharing, and various jobs programs.

THE HANDICAPPED

The handicapped population is another significant target group which receives special attention due to the unique problems experienced by that group.

In Maryland in 1970, there were 92,555 disabled persons aged 16 to 64 who were employed; 6,418 who were unemployed; and 29,806 who were not in the labor force, but were able to work. The majority of the employed handicapped persons were white males (54.8 percent). Of those handicapped persons not in the labor force, but able to work, 60.3 percent were white females. When considered by sex alone, 71.9 percent of the disabled employed Marylanders were males; 63.1 percent of the disabled unemployed were males; and 76.9 percent of those disabled persons not in the labor force, but able to work, were females.

Various forms of federal legislation enacted during the past decade are expected to have significant impact on the employment patterns of the handicapped, and should be evident when the next tabulation is completed.

HIGH SCHOOL DROPOUTS

The high school dropout rate for Maryland students rose slightly during the 1978-1979 school year. Specifically, the rate for students (grades 7-12) rose from 4.6 per 100 students in school year 1978 to 4.8 per 100 students in school year 1979. The dropout rate for males, which is generally higher than that for females, rose from 5.4 per 100 students in 1978 to 5.6 per 100 students in 1979. Similarly, the female rate increased from 3.8 per 100 students to 4.0 per 100 students during the same period.

Although the rate increase in itself is actually rather small the significance lies in the fact that the lack of a high school diploma compounds the employment problems experienced by youth. This is particularly true in these times of exceptionally stiff competition for jobs.

SUMMARY

Record-breaking inflation and strained economic conditions will impact heavily upon members of special target groups during fiscal year 1981. These groups will continue to rely on manpower services to help off-set their employment liabilities. Therefore, it is hoped that manpower planners will not be too severely limited by proposed governmental cutbacks in spending.

Portions of the target groups listed below are expected to face one or more special problems beyond those experienced by the general Maryland population in the coming fiscal year: 1,321,476 older persons; 764,104 youths; 97,735 economically disadvantaged adults; 210,000 welfare recipients; 195,000 Vietnam-era veterans; 133,880 unemployed; 128,779 handicapped; 79,713 persons employed part-time for economic reasons; 52,057 long-term unemployed; 45,263 ex-offenders; and high school dropouts who reflect a dropout rate of 4.8 per 100 students in grades 7-12 for school year 1979.

STATE OF MARYLAND
FY 1981 ANNUAL AVERAGES

NUMBER OF ECONOMICALLY DISADVANTAGED PERSONS
(family income less than the poverty level)

Total	97,735
Adults	97,735
White	48,497
Nonwhite	49,238

NUMBER OF PERSONS RECEIVING WELFARE BENEFITS[2]

Total	210,000
Adults	66,000
Children[1]	144,000

EMPLOYED PART-TIME FOR ECONOMIC REASONS

Race	Male	Female	Total
White	23,341	26,839	50,180
Nonwhite	14,730	14,803	29,533
Total	38,071	41,642	79,713

[1]Children: This category includes persons under 16 and also persons aged 16 to 21 who are attending school or participating in a work study program.

[2]Welfare Recipients: Recipients of Aid to Families with Dependent Children, Public Assistance to Families with Dependent Children, General Public Assistance, or General Public Assistance to Employables.

Source: Maryland Department of Human Resources, Research and Analysis Division

STATE OF MARYLAND
SUMMARY CHARACTERISTICS OF OLDER PERSONS IN THE POPULATION
FY 1981

Race and Sex	Total	45-49	50-54	55-59	60-64	65 and Over
TOTAL	1,321,476	229,666	241,382	236,463	196,434	417,531
White Males	496,870	88,230	95,997	92,651	78,200	141,792
White Females	611,870	94,583	103,771	107,181	89,958	216,377
Nonwhite Males	93,022	20,787	18,835	16,476	12,646	24,278
Nonwhite Females	119,714	26,066	22,779	20,155	15,630	35,084

Labor Force Status	Total	45-64	65 and Over
In the Labor Force	664,421	584,469	79,952
Labor Force Participation Rate	50.3%	64.7%	19.1%
Employed	131,637	562,468	75,169
Unemployed	26,784	22,001	4,783
Unemployment Rate	4.0%	3.8%	6.0%
Not in the Labor Force	657,055	319,476	337,579

Source: Maryland Department of Human Resources, Research and Analysis Division

STATE OF MARYLAND
SUMMARY CHARACTERISTICS OF THE YOUTH POPULATION
FY 1981

Race and Sex	Total	16-19	20-24
Total	764,104	350,745	413,359
White Males	292,592	134,887	157,705
White Females	288,159	130,224	157,935
Nonwhite Males	88,410	43,287	45,123
Nonwhite Females	94,943	42,347	52,596

Labor Force Status	Total	16-19	20-24
In the Labor Force	541,323	211,359	329,964
Labor Force Participation Rate	70.8%	60.3%	79.8%
Employed	480,418	179,546	300,872
Unemployed	60,905	31,813	29,092
Unemployment Rate	11.3%	15.1%	8.8%
Not in the Labor Force	222,781	139,386	83,395

SOURCE: Maryland Department of Human Resources
Research and Analysis Division

DROPOUT RATES
(for students in grades 7-12, School Year 1979)[1]

Total	4.8	per 100
Male	5.6	
Female	4.0	

[1]From enrollment and dropout data provided by the Maryland State Department of Education.

STATE OF MARYLAND
DISABLED POPULATION 16-64 YEARS OLD BY
RACE, SEX AND EMPLOYMENT STATUS
1970

Race	Employed		Unemployed		Not in the Labor Force But Able to Work	
	Male	Female	Male	Female	Male	Female
White	55,385	19,176	3,021	1,578	5,369	17,965
Nonwhite	11,199	6,795	1,028	791	1,526	4,946
TOTAL	66,584	25,971	4,049	2,369	6,895	22,911

Source: 1970 Census, U. S. Department of Commerce

CHARACTERISTICS OF PERSONS ON PAROLE OR PROBATION
CURRENT POPULATION
12/31/79

Race and Sex	Parole				Probation			
	Under 18	18-30	Over 30	Total	Under 18	18-30	Over 30	Total
TOTAL	7	3,706	2,300	6,013	111	25,314	13,825	39,250
White Males	1	1,065	626	1,692	38	12,137	5,872	18,047
White Females	0	42	33	75	4	1,720	951	2,675
Nonwhite Males	6	2,453	1,562	4,021	65	9,121	5,718	14,904
Nonwhite Females	0	146	79	225	4	2,336	1,284	3,624

SOURCE: Maryland Department of Public Safety and Correctional Services
Division of Parole and Probation

C. POTENTIAL BARRIERS TO EMPLOYMENT

The Job

Though the state has a large supply of available workers, certain jobs remain hard to fill for a least one of the following reasons:

1. Lack of applicants with required education, training, job experience, skills, and/or personal qualities.
2. Inadequate pay in comparison to the job's duties and responsibilities.
3. Location of the job in an area with a limited labor supply, to which cummuting is difficult or undesirable, or to which people are reluctant to move.
4. Undesirable working conditions.
5. Limited opportunity for promotion or advancement.
6. Nature of the job, i.e. monotonous, unfulfilling, strenuous, dangerous, seasonal.
7. Irregular working hours, limited hours, extensive overtime, unpopular time shift, frequent layoffs.

The Applicant

Certain groups of job applicants experience unusual difficulties in seeking and obtaining gainful employment, even though Equal Employment Opportunity legislation has improved their chances. These groups include:

1. Persons below or above the prime working age of 25 to 45 years.
2. Members of a racial or ethnic minority.
3. Women.
4. Persons with family responsibilities, especially mothers of young children.
5. Economically disadvantaged persons.
6. Long-term unemployed persons.
7. Persons of limited education, skills, training, or job experience.
8. Physically or mentally handicapped persons.
9. Persons with a history of alcohol or other drug misuse.
10. Persons with a criminal record.
11. Persons with limited English-speaking ability or poor communications skills.

Circumstances

Various circumstances beyond the employer's or applicant's immediate control quite often create barriers to employment. Among these conditions are:

1. Housing facilities located a prohibitive distance from the concentration of jobs.
2. Supply of workers outweighing the number of available jobs.
3. Areawide lack or limited availability of education, training in certain skills or abilities demanded by employers.

Circumstances (continued)

4. Unavailable or inadequate day care facilities.
5. Limited public or private transportation.
6. Stiff job competition in times of high unemployment where more qualified applicants for fewer jobs compound the difficulties already faced by many target group members.

IX. METHODOLOGIES - FISCAL YEAR 1981

Population

1970	Census count of total population except for Western Maryland. For that area, the count is of the civilian noninstitutional population, with persons in group quarters subtracted because of the relatively large inmate population.
FY 1981	The state and all prime sponsor areas' projections were made using the Lawrence Berkeley Laboratory model using local input of population, unemployment, and labor force participation rates. Western Maryland's population was adjusted to exclude the inmate population.

Labor Force

1970	Census count of the total labor force in each area.
FY 1981	State of Maryland - Linear projection. Prime Sponsor Areas - distributed the total projected for the state based on the labor force distribution under the new procedure for estimating current labor market statistics.

Employment

1970	Census count of employment in each area.
FY 1981	State of Maryland and Prime Sponsor Areas - subtracted the projected unemployment from the projected labor force.

Unemployment

1970	Census count of unemployment in each area.
FY 1981	State of Maryland and Prime Sponsor Areas - projected unemployment rates. Forecast the unemployment rate in each area based on the relative levels under the new estimating procedure and the actual levels of the 1978 annual average unemployment rate.

Summary Tables on Youth and Older Persons

Used the projected population, labor force, employment, and unemployment. For dropout rates, obtained information from the Maryland Department of Education on enrollment and dropouts in grades 7 through 12 during school year 1979.

Employed Part-Time for Economic Reasons

Used the methodology suggested by the U. S. Department of Labor. Inputs were employment projected for an area and national data on persons employed part-time for economic reasons.

Number of Different Persons Unemployed During the Year

Used the methodology suggested by the U. S. Department of Labor. Inputs were an area's projected unemployment volume and rate, as well as national information on the number of different persons unemployed.

Long-Term Unemployed

Used the methodology suggested by the U. S. Department of Labor, checked with local information on long-term claimants for unemployment insurance. Inputs were an area's projected unemployment rate and labor force.

Vietnam-Era Veterans

Total and Disabled Unemployed Vietnam-Era Veterans Under Age 27 in the State of Maryland During 1976 - estimates provided by the U. S. Department of Labor.

Veteran Population as of September 1979 - from "The County Veteran Population-September 1979" published by the Veterans Administration.

Welfare Recipients

State of Maryland - projected welfare recipients were based on administrative data using a linear regression.

Areas - distributed the state's projected total and child welfare recipients based on past distributions according to the "Statistical Report" of the Social Services Administration, Maryland Department of Human Resources.

Handicapped

From 1970 census information on disabled persons aged 16 to 64 by race, sex, employment status, and residence.

Ex-Offenders

From information of the Division of Parole and Probation, Maryland Department of Public Safety and Correctional Services, on each county's population of persons on parole or probation as of December 31, 1979.

Economically Disadvantaged

Projected on the basis of census and updated regional information on poor persons, and FY 1981 population projections.

Universe of Need

Obtained by summing the projected total unemployment, projected economically disadvantaged adults, census count of disabled persons aged 16 to 64 not in the labor force but able to work, persons on parole or probation as of December 31, 1979, and projected persons employed part-time for economic reasons.

Program Data Overviews and Data Concept Matrix

It should be mentioned that certain groups of statistics in this Annual Planning Information Report (APIR) may seem inconsistent with the figures appearing elsewhere in the report or in other publications of the Research and Analysis Division. In many cases, this is due to the particular assumptions, methodologies and informational bases that are used to produce the conceptually distinct sets of statistics. Consequently, the data included in this APIR and the analyses derived therefrom, may vary from other published sources of information available from the Research and Analysis Division. The data variations resulting from conceptual distinctions are highlighted by the following program data overviews and data concept matrix.

Local Area Unemployment Statistics (LAUS)

Local area unemployment statistics are produced by a composite method using:

- o employment (covered by unemployment insurance and non-covered)
- o persons receiving unemployment insurance benefits
- o estimates of unemployed job seekers not receiving insurance benefits
- o Current Population Survey (CPS) - a monthly stratified sample survey conducted by the Census Bureau.

Estimates of employment and unemployment are made for state and labor market areas by:

A. adding covered employment to estimates of non-covered employment
B. adding the number of persons receiving unemployment insurance benefits to the number of persons who, though not receiving unemployment insurance benefits, are looking for work
C. proportionately adjusting employment and unemployment statistics derived from A and B above to collectively equal state CPS estimates.

Statistics developed through the above procedures are single counts of all persons on the basis of where they live. The figures are point estimates as of the week of the month including the 12th.

Nonagricultural Payroll Employment (CES)

Current data on nonagricultural payroll employment are derived from a monthly survey of employers throughout the state, representative by activity, size, and location. Based on information provided by sample firms, estimates are made monthly for total employment in each major industry grouping. At the end of each year, the estimates are adjusted according to employment data provided quarterly by all employers covered under the State Unemployment Insurance Law. Those data are reported in the ES-202 report, which has a time lag of approximately six months.

The definition of nonagricultural payroll employment in quite specific. The employment represents the number of jobs, not the number of persons with jobs. So if a person has two jobs, he would be counted twice. The estimates are for a specific time period--the week of the month which includes the 12th. By definition, only nonagricultural employment is included. This is wage and salary employment; therefore, self-employed persons and unpaid workers are not counted. Employment covered by the State Unemployment Insurance is included, as well as non-covered workers, i.e. railroad workers, federal employees, and employees of religious schools and institutions. A job is counted if any work is done during the survey week, whether the job is full-time or part-time. Persons on paid vacation are counted but not those on unpaid vacation, strike, or layoff. Since the data are provided by employers, a person is counted where he works, not where he lives.

Employment and Payrolls (ES-202)

Employment figures extracted from the Maryland ES-202 Program represent counts of employees on payrolls subject to the Unemployment Insurance Law of Maryland. For the purposes of this report, only those employees who earned wages during the pay period including the 12th of the month are counted. Since employer files are used to generate the data, all employment levels measure place of work as opposed to the place of residence concept used by the Census and other household surveys. Since the place of work measure counts jobs, persons are counted in as many jobs as they might hold. Thus, the place of work measure tends to be higher than place of residence.

Occupational Employment Statistics (OES)

Projected 1985 employment data produced as part of the Maryland Occupational Employment Statistics (OES) Program, has certain limitations. Specifically, they are:

1. The occupational patterns used in the project were derived using 1970 Census data as a base. (Subsequent data will use a more current information base.)

2. Industry employment projections were based on nonagricultural wage and salary employment and covered employment data adjusted to place of residence. Employment levels are based on one person - one job, excluding moonlighters. All employed persons are accounted for.

3. Government workers involved in activities unique to government were classified in the public administration sector while other government workers were classified in their appropriate industry category along with private workers.

4. The employment figures represent filled openings or satisfied demand. Supply of workers is not measured by this program. Therefore, the job openings are not inherent employment opportunities. Job openings data must be examined against the best available evidence of supply in order to assess employment opportunities.

Projections Model (Lawrence Berkeley Laboratory)

Fiscal year 1981 characteristics of the population by age, race, and sex were developed by this model using census data adjusted by the most recent national survival rates, and area migration rates to arrive at current population and subsequently projected to the fiscal year.

Fiscal year 1981 characteristics of the labor force were developed by this model using 1970 census labor force participation rate, adjusted to the CPS annual average, and further adjusted by the change in the labor force participation rate between 1970-1977. This labor force participation rate was then multiplied by the area 1981 population to arrive at the number in the labor force for fiscal year 1981.

DATA CONCEPT MATRIX

	Measures Jobs	Measures People	Total	Only Covered by UI Law	Only Non-agricultural Wage and Salary	Includes Self-Employed/ Unemployed	Includes Agricultural	Includes Domestics	Includes Unpaid Family Workers
EMPLOYMENT									
LAUS	No	Yes	Yes	No	No	Yes	Yes	Yes	Yes
CURRENT EMPLOYMENT STATISTICS (790)	Yes	No	No	No	Yes	No	No	No	No
EMPLOYMENT AND PAYROLLS (ES-202)	Yes	No	No	Yes	No	No	Yes*	Yes**	No
OCCUPATIONAL EMPLOYMENT STATISTICS (OES)	No	Yes	Yes	No	No	Yes	Yes	Yes	Yes
UNEMPLOYMENT									
LAUS	No	Yes	Yes	No	No	Yes	Yes	Yes	Yes
PROJECTIONS MODEL									
POPULATION/LABOR FORCE	No	Yes	Yes	No	No	Yes	Yes	Yes	Yes

*Includes agricultural labor for employers with at least 10 workers for 20 weeks of the year or who paid $20,000 or more in wages in any calendar quarter.

**Includes domestic workers of employers who paid $1,000 or more in any calendar quarter.

X. APPENDIX OF TABLES

Maryland Department of Human Resources
Office of Program Planning and Evaluation
Research and Analysis Division
1100 North Eutaw Street
Baltimore, Maryland 21201

LABOR FORCE, EMPLOYMENT, AND UNEMPLOYMENT
BY PLACE OF RESIDENCE

STATE OF MARYLAND
1970-1973

ITEM	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.	
1973													
Labor Force	1,701,446	1,703,088	1,723,491	1,729,570	1,744,960	1,784,706	1,782,095	1,763,058	1,759,183	1,761,583	1,758,138	1,788,680	1,751,000
Employment	1,622,413	1,626,478	1,649,407	1,662,125	1,679,045	1,706,168	1,702,431	1,695,960	1,694,776	1,696,944	1,695,152	1,717,099	1,679,000
Unemployment	79,033	76,610	74,084	67,445	65,915	78,538	79,664	67,098	64,407	64,639	62,986	71,581	71,000
Rate	4.6	4.5	4.3	3.9	3.8	4.4	4.5	3.8	3.7	3.7	3.6	4.0	4.1
1972													
Labor Force	1,663,505	1,668,870	1,682,425	1,691,410	1,708,252	1,738,931	1,739,731	1,729,179	1,717,758	1,721,758	1,723,552	1,734,628	1,710,000
Employment	1,573,874	1,577,446	1,595,735	1,613,286	1,633,772	1,649,884	1,648,322	1,650,036	1,643,908	1,650,854	1,651,433	1,659,450	1,629,000
Unemployment	89,631	91,424	86,690	78,124	74,480	89,047	91,409	79,143	73,850	70,904	72,119	75,178	81,000
Rate	5.4	5.5	5.2	4.6	4.4	5.1	5.3	4.6	4.3	4.1	4.2	4.3	4.7
1971													
Labor Force	1,605,567	1,606,176	1,619,176	1,629,387	1,641,355	1,675,312	1,680,660	1,668,965	1,666,745	1,676,355	1,680,194	1,686,110	1,654,000
Employment	1,537,356	1,535,039	1,549,713	1,569,128	1,584,969	1,604,721	1,608,629	1,589,414	1,597,454	1,605,181	1,603,816	1,610,581	1,583,000
Unemployment	68,211	71,137	69,463	60,259	56,386	70,591	72,031	79,551	69,291	71,174	76,378	75,529	70,000
Rate	4.2	4.4	4.3	3.7	3.4	4.2	4.3	4.8	4.2	4.2	4.5	4.5	4.3
1970													
Labor Force	1,569,490	1,570,587	1,588,397	1,597,120	1,611,879	1,635,603	1,634,506	1,628,170	1,621,982	1,622,582	1,625,881	1,637,802	1,613,000
Employment	1,517,169	1,515,445	1,534,973	1,546,629	1,559,934	1,577,277	1,578,690	1,576,275	1,569,386	1,570,761	1,569,914	1,579,547	1,558,000
Unemployment	52,321	55,142	53,424	50,491	51,945	58,326	55,816	51,895	52,596	51,821	55,967	58,255	54,000
Rate	3.3	3.5	3.4	3.2	3.2	3.6	3.4	3.2	3.2	3.2	3.4	3.6	3.4

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Maryland Department of Human Resources
Office of Program Planning and Evaluation
Research and Analysis Division
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LABOR FORCE, EMPLOYMENT, AND UNEMPLOYMENT
BY PLACE OF RESIDENCE

STATE OF MARYLAND
1974-1979

ITEM	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.	
1979													
Labor Force	2,032,700	2,042,355	2,055,480	2,078,510	2,101,108	2,142,525	2,133,437	2,098,882	2,095,380	2,089,918	2,100,518	2,121,189	2,092,000
Employment	1,901,951	1,901,316	1,935,461	1,966,323	1,992,884	2,016,621	2,008,015	1,973,564	1,981,343	1,974,427	1,979,416	1,984,681	1,968,000
Unemployment	130,749	141,039	120,019	112,187	108,224	125,904	125,422	125,318	114,037	115,491	121,102	136,508	123,000
Rate	6.4	6.9	5.8	5.4	5.2	5.9	5.9	6.0	5.4	5.5	5.8	6.4	5.9
1978													
Labor Force	1,949,340	1,961,224	1,992,591	2,012,071	2,039,860	2,084,556	2,050,410	2,056,143	2,034,805	2,049,818	2,065,957	2,099,225	2,032,000
Employment	1,825,905	1,833,158	1,871,088	1,905,249	1,935,896	1,961,849	1,932,048	1,950,131	1,938,036	1,948,267	1,955,781	1,970,590	1,919,000
Unemployment	123,435	128,066	121,503	106,822	103,964	122,707	118,362	106,012	96,769	101,551	110,176	128,635	114,000
Rate	6.3	6.5	6.1	5.3	5.1	5.9	5.8	5.2	4.8	5.0	5.3	6.1	5.6
1977													
Labor Force	1,873,217	1,897,833	1,919,880	1,927,497	1,950,754	1,965,931	1,958,855	1,944,534	1,941,623	1,961,881	1,978,079	2,007,915	1,944,000
Employment	1,745,636	1,752,384	1,791,074	1,814,847	1,841,187	1,852,229	1,844,148	1,835,314	1,839,255	1,847,989	1,863,535	1,884,402	1,826,000
Unemployment	127,581	145,449	128,806	112,650	109,567	113,702	114,707	109,220	102,368	113,892	114,544	123,513	118,000
Rate	6.8	7.7	6.7	5.8	5.6	5.8	5.9	5.6	5.3	5.8	5.8	6.2	6.1
1976													
Labor Force	1,839,831	1,834,404	1,848,703	1,863,475	1,865,656	1,884,230	1,944,530	1,916,584	1,913,157	1,908,181	1,927,776	1,933,474	1,891,000
Employment	1,712,560	1,717,166	1,732,840	1,749,544	1,772,252	1,786,366	1,801,565	1,781,225	1,776,272	1,772,444	1,775,407	1,778,360	1,763,000
Unemployment	127,271	117,238	115,863	113,931	93,404	97,864	142,965	135,359	136,885	135,737	152,369	155,114	127,000
Rate	6.9	6.4	6.3	6.1	5.0	5.2	7.4	7.1	7.2	7.1	7.9	8.0	6.8
1975													
Labor Force	1,806,064	1,796,782	1,832,279	1,832,629	1,851,047	1,881,657	1,876,402	1,863,181	1,856,612	1,861,629	1,873,133	1,868,586	1,849,000
Employment	1,678,632	1,675,768	1,703,258	1,701,182	1,718,403	1,739,957	1,741,421	1,734,391	1,727,013	1,742,234	1,749,963	1,751,777	1,722,000
Unemployment	127,432	121,014	129,021	131,447	132,644	141,700	134,981	128,790	129,599	119,395	123,170	116,809	128,000
Rate	7.1	6.7	7.0	7.2	7.2	7.5	7.2	6.9	7.0	6.4	6.6	6.3	6.9
1974													
Labor Force	1,749,986	1,746,624	1,766,272	1,778,818	1,789,387	1,825,748	1,820,246	1,800,708	1,802,106	1,814,942	1,825,587	1,819,575	1,795,000
Employment	1,663,338	1,665,262	1,684,838	1,703,915	1,722,787	1,741,270	1,734,433	1,720,595	1,721,758	1,730,907	1,731,510	1,711,387	1,711,000
Unemployment	86,648	81,362	81,434	74,903	66,600	84,478	85,813	80,113	80,348	84,035	94,077	108,188	84,000
Rate	5.0	4.7	4.6	4.2	3.7	4.6	4.7	4.4	4.5	4.6	5.2	5.9	4.7

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STATE OF MARYLAND
ANALYSIS OF APPLICANT POPULATION AS OF 9/30/79
ALL APPLICANTS

	TOTAL APPLICANTS						DISADVANTAGED APPLICANTS					VETERAN APPLICANTS		
Category	Total	Unemployed	Employed Part-Time	Youth 16-21	Handicp.	Public Assist.	Total	Unemployed	Employed Part-Time	Employed Full Time	Youth 16-21	Total	Disabled	Viet-nam
Age/Sex, Total	42,454	33,279	1,474	12,164	3,156	3,478	31,052	26,105	1,140	1,842	8,325	5,951	346	2,132
Male, Total	20,953	16,248	514	6,040	2,028	949	15,179	12,781	399	860	4,116	5,706	335	2,057
14-15	195	175	1	0	5	25	149	147	1	0	0	0	0	0
16-17	1,090	913	23	1,090	21	116	675	643	13	7	675	4	0	2
18	1,022	812	54	1,022	33	50	606	534	27	13	606	4	1	0
19	1,395	1,126	43	1,395	55	46	983	835	28	62	983	39	3	2
20-21	2,533	1,920	68	2,533	137	81	1,852	1,509	49	103	1,852	196	4	4
22-24	3,326	2,487	74	0	192	102	2,487	2,009	62	174	0	736	26	308
25-44	8,214	6,234	187	0	882	425	6,114	5,047	167	414	0	3,064	167	1,629
45-54	1,572	1,282	28	0	323	71	1,161	1,020	23	64	0	902	57	82
55-64	1,131	899	27	0	300	30	813	715	23	21	0	657	68	28
65 and over	475	400	9	0	81	3	339	322	6	2	0	104	9	2
Female, Total	21,501	17,031	960	6,124	1,128	2,529	15,873	13,324	741	982	4,209	245	11	75
14-15	134	124	1	0	4	11	98	98	0	0	0	0	0	0
16-17	904	778	25	904	10	96	548	527	10	4	548	0	0	0
18	1,183	962	80	1,183	25	82	690	604	46	13	690	1	0	0
19	1,475	1,173	93	1,475	40	83	1,066	896	71	45	1,066	5	0	0
20-21	2,562	1,897	115	2,562	65	207	1,905	1,558	86	107	1,905	19	2	0
22-24	3,032	2,388	131	0	90	305	2,293	1,919	104	137	0	56	2	23
25-44	8,832	6,889	381	0	503	1,473	6,782	5,563	309	587	0	122	5	51
45-54	1,879	1,522	79	0	200	200	1,395	1,191	65	64	0	23	1	1
55-64	1,149	908	51	0	152	66	839	726	45	21	0	17	1	0
65 and over	351	306	5	0	39	6	257	245	3	4	0	2	0	0
Race, Sex, Total	42,441	33,269	1,473	12,150	3,154	3,485	31,043	26,094	1,140	1,843	8,315	5,952	346	2,133
Male, Total	20,939	16,237	513	6,030	2,028	946	15,167	12,769	399	861	4,109	5,707	335	2,058
White	12,837	10,012	317	3,452	1,450	482	9,129	7,690	238	592	2,324	3,963	245	1,414
Black	8,021	6,079	192	2,531	566	455	5,915	4,974	159	262	1,756	1,719	89	634
Hispanic	105	82	1	27	10	6	70	58	1	7	15	15	1	7
Amer./Indian	7	6	0	2	0	0	6	5	0	0	1	2	0	2
Asian/Pacific	45	36	1	10	2	3	36	32	1	0	9	4	0	1
INA	25	22	2	8	0	0	11	10	0	0	4	4	0	0
Female, Total	21,502	17,032	960	6,120	1,126	2,539	15,87	13,325	741	982	4,206	245	11	75
White	13,032	10,334	600	3,474	730	871	9,179	7,692	438	580	2,279	197	10	57
Black	8,295	6,554	355	2,623	392	1,656	6,576	5,531	298	394	1,915	40	1	13
Hispanic	68	53	3	9	1	7	48	38	3	4	5	6	0	2
Amer./Indian	6	4	0	0	0	0	4	3	0	1	0	1	0	0
Asian/Pacific	73	61	2	6	2	4	54	46	2	3	4	1	0	0
INA	28	26	0	8	1	0	15	15	0	0	3	0	0	0

NOTE: Percents may not add up to total due to rounding.

STATE OF MARYLAND
ANALYSIS OF APPLICANT POPULATION AS OF 9/30/79
ALL APPLICANTS

	TOTAL APPLICANTS						DISADVANTAGED APPLICANTS					VETERAN APPLICANTS		
Category	Total	Unemployed	Employed Part-Time	Youth 16-21	Handicp.	Public Assist.	Total	Unemployed	Employed Part-Time	Employed Full Time	Youth 16-21	Total	Disabled	Viet-nam
Age/Sex, Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Male, Total	50.08	49.29	37.23	53.04	67.28	23.54	48.50	48.49	35.85	47.85	53.00	95.52	95.80	96.10
14-15	.17	.17	.04	-	.05	.13	.16	.18	.05	-	-	.007	-	-
16-17	1.33	1.39	1.22	6.07	.40	1.82	1.12	1.22	.74	.24	5.48	.01	-	.01
18	1.73	1.76	3.33	7.09	.57	1.24	1.42	1.45	2.34	.73	6.95	.07	.19	.01
19	2.68	2.76	3.22	12.25	1.08	1.15	2.58	2.57	2.81	2.87	12.61	.49	.33	.05
20-21	5.86	5.78	5.35	26.82	3.30	2.06	5.72	5.62	5.29	6.04	27.96	3.67	1.84	.31
22-24	8.79	8.46	6.37	-	6.77	3.02	8.59	8.41	6.37	9.85	-	13.05	6.70	15.77
25-44	22.77	22.11	14.22	-	32.36	11.61	22.43	22.32	14.71	24.30	-	52.92	50.57	76.02
45-54	3.70	3.73	1.91	-	11.30	1.84	3.61	3.70	1.92	2.63	-	14.29	17.09	3.03
55-64	2.40	2.45	1.29	-	9.60	.63	2.27	2.37	1.39	1.08	-	9.84	17.14	.84
65 and over	.67	.68	.28	-	1.84	.05	.60	.65	.24	.12	-	1.17	1.94	.06
Female, Total	49.92	50.71	62.77	46.96	32.72	76.46	51.50	51.51	64.15	52.15	47.00	4.48	4.20	3.90
14-15	.11	.12	.01	-	.04	.10	.11	.13	-	-	-	-	-	-
16-17	1.14	1.20	.98	5.21	.19	1.46	.91	1.00	.59	.16	4.46	.007	-	-
18	1.69	1.76	3.56	7.73	.40	1.39	1.35	1.40	2.34	.50	6.62	.02	.14	-
19	2.48	2.60	4.07	11.34	.65	1.43	2.41	2.44	3.66	1.87	11.79	.05	-	-
20-21	4.96	5.00	5.99	22.68	1.59	3.64	4.93	4.89	5.71	4.41	24.12	.27	.24	.04
22-24	7.03	7.07	7.66	-	2.48	7.67	7.09	7.13	7.65	6.65	-	1.06	.57	1.05
25-44	24.75	25.03	29.94	-	16.39	52.50	26.84	26.60	32.92	33.42	-	2.51	2.60	2.72
45-54	4.80	4.88	6.55	-	6.26	6.75	4.97	4.97	6.91	4.05	-	.25	.33	.05
55-64	2.50	2.56	3.58	-	3.99	1.43	2.45	2.48	3.92	1.02	-	.31	.28	.02
65 and over	.46	.49	.44	-	.73	.09	.44	.46	.45	.06	-	.02	.05	.01
Race, Sex, Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Male, Total	50.07	49.28	37.22	53.04	67.30	23.54	48.49	48.48	35.86	47.87	53.01	95.52	95.79	96.11
White	30.80	29.80	23.63	32.38	46.65	9.70	28.79	28.38	21.77	34.90	30.46	63.25	64.37	58.87
Black	18.41	18.62	12.85	20.09	19.97	13.10	18.84	19.25	13.40	11.90	22.01	31.29	30.58	36.07
Hispanic	.35	.34	.30	.29	.38	.26	.35	.34	.32	.57	.28	.51	.52	.62
Amer./Indian	.05	.05	.03	.06	.07	.02	.05	.05	.02	.04	.06	.08	.19	.08
Asian/Pacific	.38	.38	.28	.16	.16	.43	.38	.39	.24	.36	.15	.31	.09	.44
INA	.08	.09	.13	.07	.07	.03	.07	.07	.12	.09	.06	.08	.05	.03
Female, Total	49.93	50.72	62.78	46.96	32.70	76.46	51.51	51.52	64.14	52.13	46.99	4.48	4.21	3.89
White	28.52	28.62	36.85	27.50	20.43	22.00	27.06	26.97	35.32	26.86	25.20	2.99	2.41	2.51
Black	20.68	21.35	25.02	19.06	11.90	53.41	23.71	23.81	27.77	24.60	21.41	1.40	1.65	1.29
Hispanic	.29	.29	.40	.17	.19	.52	.31	.30	.49	.39	.16	.07	.14	.07
Amer./Indian	.04	.04	.03	.03	.01	.06	.04	.04	.03	.01	.03	.007	-	-
Asian/Pacific	.34	.35	.40	.16	.12	.42	.34	.35	.42	.24	.15	.02	-	.02
INA	.06	.07	.08	.04	.04	.05	.05	.05	.10	.03	.04	-	-	-

NOTE: Percents may not add up to total due to rounding.

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STATE OF MARYLAND

ANNUAL PLANNING INFORMATION REPORT

FISCAL YEAR 1982

Prepared by

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STATE OF MARYLAND
DEPARTMENT OF HUMAN RESOURCES
Kalman R. Hettleman, Secretary

Affiliated with the Employment and Training Administration
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STATE OF MARYLAND
FISCAL YEAR 1982 (OCTOBER 1, 1981-SEPTEMBER 30, 1982)

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I. INTRODUCTION

A separate Annual Planning Information Report (APIR) for fiscal year 1982 has been produced for the state of Maryland as a whole, and for each CETA Prime Sponsor Area.

Each report provides fiscal year 1982 projections (and comparative 1970 census data) on the population, labor force, employed, and unemployed in their respective areas--information useful for employment program planning purposes. Projections are also made regarding employment trends by industry and occupation, the economic outlook, and the number and characteristics of persons needing manpower services. This allows for consideration of the supply side of the planning process in relation to the demand side.

The information presented for these reports is intended to assist CETA planners, Vocational Education analysts, and the Employment Service in developing employment and job training programs for the coming fiscal year. Other socio-economic planners and data users may also find the reports useful and of interest.

Any comments or questions on this or other Labor Market Information publications should be directed to:

Maryland Department of Human Resources
Research and Analysis Division
1100 North Eutaw Street, Room 518
Baltimore, Maryland 21201
301-383-5000

II. HIGHLIGHTS

Population

Maryland's population is expected to gain by 9.9 percent, or by 387,796 persons, over the 1970 census count of 3,922,399. Nonwhite residents are projected to gain 354,348 persons during the twelve year period, with females leading the gain; the white population will expand by only 33,448 persons, with females offsetting losses among males. Even so, white individuals will outnumber minorities by a ratio of roughly 3 to 1 during the fiscal year. Little more than half, or 51.9 percent, of the forecast population will be female, up from 51.1 percent in 1970.

Labor Force and Employment

Projections for the fiscal year reflect a continued growth in the statewide labor force. The increasing involvement of females, nonwhites, and younger persons in the labor force will all combine to boost the labor force participation rate to 67.6 percent, to expand the overall labor force to include 2,220,387 persons, and to advance the employment level to 2,071,621 during fiscal year 1982.

Unemployment

Annual average unemployment in Maryland is expected to total 148,766 by fiscal year 1982, reflecting an increase of 97,438 persons over the 1970 count. The rate of unemployment will hover around 6.7 percent, up from 3.1 percent in 1970. During the fiscal year, unemployment will impact most heavily upon females, nonwhites, and teens.

Occupational Trends

Occupational openings in Maryland will continue to expand slowly during fiscal year 1982. Occupationally, the groups expected to expand at above-average rates are the white-collar and service classifications. Employment growth among blue-collar workers, particularly those employed in Maryland's manufacturing industries, will be much more limited. Farm workers, a relatively small group in Maryland's occupational structure, can expect to see a decline in their employment level through fiscal year 1982.

Characteristics of Persons Needing Manpower Services

Through fiscal year 1982, an estimated 438,094 Maryland residents are expected to need some form of employment-related assistance. Persons included in this impact group are variously categorized as economically disadvantaged adults, unemployed, underemployed, welfare recipients, and Vietnam Era veterans. Other special emphasis target groups requiring assistance to upgrade their employability include youth, older persons, ex-offenders, and handicapped jobseekers.

ECONOMIC ASSUMPTIONS - FISCAL YEAR 1982

With the dawning of the new decade, the overall tightening of Maryland's financial market (due to high interest rates, rising oil prices, and double-digit inflation) signaled the onset of hard times for the state's economy. Businesses throughout Maryland responsed to the general decline in labor market conditions--a response which surfaced in the form of production cutbacks and utlimately, layoffs. The impact of these cutbacks on nonagricultural payroll employment growth was very obvious. During 1980, Maryland's nonagricultural employment payrolls expanded slowly, increasing by a mere 14,500 jobs (0.9 percent).

Moreover, not all of Maryland's industries shared in this small growth. Manufacturing and construction, both goods-producing industries, showed definite signs of deterioration. The biggest losers in the manufacturing sector were the transportation equipment industries (-1,700 jobs due to auto industry layoffs) and the primary metals industries (-2,800 jobs due to a general decline in consumer demand). The construction industry, which was sorely affected by the decline in residential homebuilding, declined by 4,600 jobs (4.3 percent) through 1980. While Maryland's service-producing industries continued to expand, growth slowed considerably. In terms of numerical increase, the big gainers were wholesale/retail trade (+7,500 jobs) and services (+15,400 jobs).

The economic woes that plagued Maryland during 1980 and which have continued thus far into 1981 point to a low and somewhat troublesome recovery for the state during fiscal year 1982. The same conditions that have continued to repress job growth during the first part of 1981--the energy crunch, rising fuel costs, prohibitive interest rates, and dampened consumer demand--are expected to have similar effects in the upcoming fiscal year. As might be expected, the effect on the economy will not be shared proportionately at the same time among the various industrial sectors. The transportation equipment, steel products, and construction industries may experience a modicum of relief during fiscal year 1982 if interest rates abate somewhat as predicted. However, the true course of recovery will be highly dependent upon consumers' attitudes toward the changes in the interest rates.

Relief for and heightened growth within the trade industries does not appear imminent in the immediate future. The decline in sales volume and large inventories will continue to prey upon the performance of this consumer-sensitive industry. Even if interest rates abate somewhat, consumers will probably be slow to regain their confidence.

During fiscal year 1982, the government sector of the economy will definitely be an area of concern. President Reagan's immediate action mandating a federal hiring freeze has definitely dampened the prospects for federal employment expansion. In addition, the budget cuts of the new administration have already begun to filter through state and local government units. While full-scale job curtailments aren't expected in the immediate future, the tightening of both the federal and state government budgets will allow little room for expansion during the upcoming fiscal year.

In fiscal year 1982, we are anticipating a static unemployment picture. One of the primary goals of the new administration is to balance the budget. President Reagan's new economic policies such as deregulations, tax cuts, and incentives will move slowly. The effects of his own budget may not show up until mid-1982 and a balanced budget may be three years away. Based on these assumptions, we can expect unemployment in Maryland to grow, but at a slower rate. During fiscal year 1982, Maryland's unemployment rate is projected at 6.7 percent--only slightly higher than the 1980 annual average rate of 6.4 percent. We can expect some improvement in Maryland's economic base during fiscal year 1982; however, employment growth will remain soft. In other words, the recession will wind down very sluggishly.

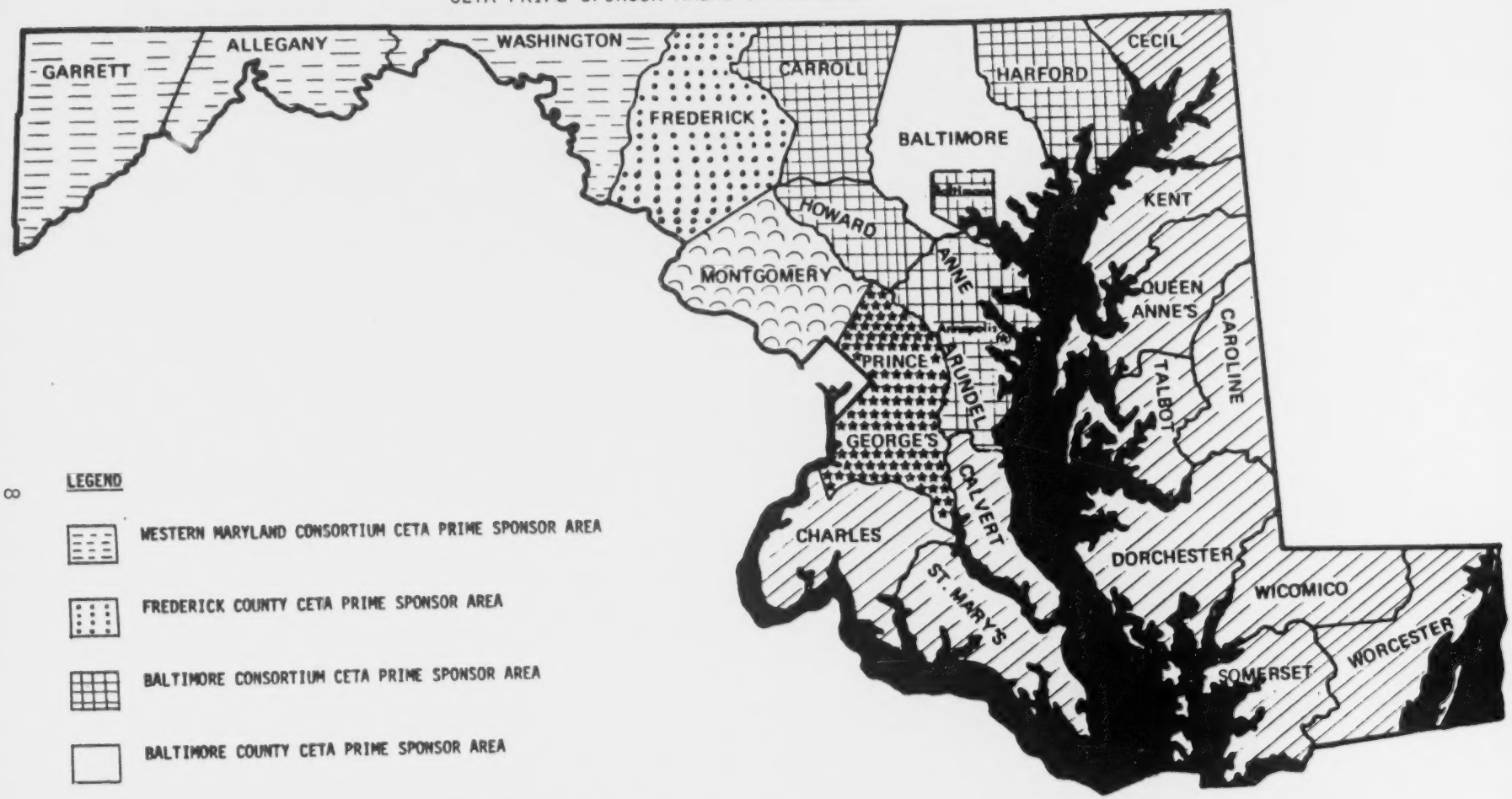
III. DEFINITION OF THE AREA

The mid-Atlantic state of Maryland covers 9,974 square miles. Pennsylvania lies to the north, Delaware and the Atlantic Ocean to the east, the District of Columbia and Virginia to the south, and Virginia and West Virginia to the west.

The state is divided into 23 counties and one independent city (Baltimore). The mountainous western region (Western Maryland) includes Garrett, Allegany, Washington, and Frederick counties. The counties of Kent, Queen Anne's, Talbot, Caroline, Dorchester, Somerset, Wicomico, and Worcester (collectively known as the Eastern Shore) lie to the east of the Chesapeake Bay. St. Mary's and Calvert counties are to the west of the Bay and, together with Charles County, comprise the area known as Southern Maryland. The urban section of the state includes the Baltimore SMSA (Standard Metropolitan Statistical Area) and portions of the Washington, D. C. and Wilmington, Delaware SMSAs. The Baltimore SMSA consists of Baltimore City and Anne Arundel, Baltimore, Carroll, Harford, and Howard counties. That part of the Wilmington SMSA which is in Maryland is Cecil County; Montgomery and Prince George's counties make up the Maryland portion of the Washington, D. C. SMSA.

For CETA planning purposes, the state is divided into seven Prime Sponsor Areas. These are: Baltimore Consortium, Baltimore County, Western Maryland Consortium, Frederick County, Montgomery County, Prince George's County, and the Balance of State.

CETA PRIME SPONSOR AREAS IN MARYLAND



LEGEND

- WESTERN MARYLAND CONSORTIUM CETA PRIME SPONSOR AREA
- FREDERICK COUNTY CETA PRIME SPONSOR AREA
- BALTIMORE CONSORTIUM CETA PRIME SPONSOR AREA
- BALTIMORE COUNTY CETA PRIME SPONSOR AREA
- MONTGOMERY COUNTY CETA PRIME SPONSOR AREA
- PRINCE GEORGE'S COUNTY CETA PRIME SPONSOR AREA
- BALANCE OF STATE CETA PRIME SPONSOR AREA

IV. POPULATION

Maryland's population is expected to include 4,310,195 persons in fiscal year 1982--reflecting an increase of 387,796 residents (9.9 percent) from 1970 and 93,749 persons (2.2 percent) from 1980 census tabulations. All the CETA Prime Sponsor Areas are expected to contribute to Maryland's population growth over the 1970-fiscal year 1982 period; however, growth rates will vary tremendously among the areas. Frederick County--an area whose rural setting has attracted many residents from the Washington Metropolitan Area over the past few years--will reflect this inmigration in its projected population increase of 48.1 percent. The Balance of State, which has become a retirement mecca for many Marylanders, will also demonstrate a healthy rate of expansion (26.0 percent, or 97,400 persons). Population gains in the other Prime Sponsor Areas will range from a low of 0.2 percent forecast in Prince George's County to a much higher 14.6 percent expected in Montgomery County.

POPULATION TRENDS IN MARYLAND AND
THE CETA PRIME SPONSOR AREAS
1970-FY 1982

CETA Prime Sponsor Area	1970 Population	FY 1982* Population	Numerical Change* 1970-FY 1982	Percent Change 1970-FY 1982
Maryland	3,922,399	4,310,195	387,796	9.9
Balance of State	374,200	471,600	97,400	26.0
Baltimore Consortium	1,449,593	1,577,147	127,554	8.8
Baltimore County	621,077	663,712	42,635	6.9
Montgomery County	522,809	599,100	76,291	14.6
Prince George's County	660,567	662,000	1,433	0.2
Western Maryland Consortium	206,109	217,236	11,127	5.4
Frederick County	80,616	119,400	38,784	48.1

*Items may not add to state total because population totals were developed independently for each CETA Prime Sponsor Area.

SOURCE: 1970 Census, U. S. Department of Commerce
and
Maryland Department of Human Resources
Research and Analysis Division

Although Maryland's population will remain predominately white in fiscal year 1982, nonwhites will account for a major portion (91.4 percent) of the state's overall population increase from 1970. The nonwhite segment of Maryland's population is expected to rise by 354,348 persons (or by 48.7 percent) to reach a total of 1,081,859 persons by fiscal year 1982. In comparison, whites will increase only marginally (by 1.1 percent, or by 33,448 persons). A direct outcome of this will be a shift in Maryland's racial grouping from 81.5 percent white/18.5 percent nonwhite in 1970 to 74.9 percent white/25.1 percent nonwhite in fiscal year 1982. Over the twelve year period, nonwhites will increase their numbers in every age group, whereas whites will show losses among persons aged 0-14 and 40-49.

Projections for the fiscal year indicate that a little more than half (51.9 percent) of the total population will be female. This proportion is only slightly higher than in 1970 (51.1 percent), even though females are expanding more rapidly than males. Growth among females is expected to measure 11.4 percent (228,539 persons) between 1970 and fiscal year 1982--a rate considerably higher than that of 8.3 percent (159,257 persons) expected among males. When considered by race and sex, nonwhite females will exhibit the largest gains (184,814 persons--49.1 percent) from 1970, followed by nonwhite males (169,534 persons--48.3 percent), and white females (43,725 persons--2.7 percent). Meanwhile, white males, who numbered 1,565,481 in 1970, will decline by 10,277 persons (or by 0.7 percent). This will leave white males with an estimated 36.1 percentage share of the fiscal year population, white females with 38.8 percent, nonwhite males with 12.0 percent, and nonwhite females with 13.1 percent.

In summary, Maryland's population is expected to gain by 9.9 percent, or by 387,796 persons, over the 1970 census count of 3,922,399. Nonwhite residents are projected to gain 354,348 persons during the twelve year period, with females leading the gain; the white population will expand by only 33,448 persons, with females offsetting losses among males. Even so, white individuals will outnumber minorities by a ratio of roughly 3 to 1 during the fiscal year. Little more than half, or 51.9 percent, of the forecast population will be female, up from 51.1 percent in 1970.

STATE OF MARYLAND
POPULATION BY RACE, SEX, AND AGE COHORT
1970

Age Cohort	WHITE				NONWHITE			
	MALE		FEMALE		MALE		FEMALE	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
0- 4	136,765	8.7	130,689	8.0	38,595	11.0	38,218	10.2
5- 9	160,446	10.3	154,001	9.5	45,296	12.9	44,749	11.9
10-14	163,660	10.5	156,680	9.6	44,788	12.8	44,800	11.9
15-19	141,710	9.1	140,205	8.6	36,329	10.4	37,895	10.1
20-24	129,713	8.3	135,757	8.3	27,506	7.8	32,479	8.6
25-29	116,471	7.4	118,882	7.3	23,611	6.7	27,461	7.3
30-34	96,609	6.2	96,360	5.9	20,906	6.0	24,130	6.4
35-39	92,773	5.9	92,314	5.7	19,809	5.6	22,828	6.1
40-44	100,484	6.4	102,564	6.3	19,532	5.6	21,583	5.7
45-49	101,472	6.5	108,899	6.7	18,013	5.1	19,770	5.2
50-54	90,453	5.8	93,638	5.7	15,318	4.4	16,330	4.3
55-59	74,238	4.7	77,922	4.8	12,777	3.6	13,532	3.6
60-64	57,839	3.7	65,191	4.0	10,007	2.9	10,670	2.8
65-69	40,700	2.6	52,253	3.2	7,766	2.2	8,998	2.4
70-74	28,755	1.8	42,613	2.6	5,073	1.4	5,836	1.5
75 & Over	33,343	2.1	61,439	3.8	5,514	1.6	7,392	2.0
TOTAL	1,565,481	100.0	1,629,407	100.0	350,840	100.0	376,671	100.0

Source: 1970 Census, U.S. Department of Commerce

POPULATION BY AGE AND RACE,
BY AGE AND SEX, AND BY AGE

STATE OF MARYLAND--1970

Age Cohort	RACE				SEX				TOTAL	
	WHITE		NONWHITE		MALE		FEMALE			
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
0- 4	267,454	8.4	76,813	10.6	175,360	9.2	168,907	8.4	344,267	8.8
5- 9	314,447	9.8	90,045	12.4	205,742	10.7	198,750	9.9	404,492	10.3
10-14	320,340	10.0	89,588	12.3	208,448	10.9	201,480	10.0	409,928	10.5
15-19	261,915	8.8	74,224	10.2	178,039	9.3	178,100	8.9	356,139	9.1
20-24	265,470	8.3	59,985	8.2	157,219	8.2	168,236	8.4	325,455	8.3
25-29	235,353	7.4	51,072	7.0	140,082	7.3	146,343	7.3	286,425	7.3
30-34	192,969	6.0	45,036	6.2	117,515	6.1	120,490	6.0	238,005	6.1
35-39	185,087	5.8	42,637	5.9	112,582	5.9	115,142	5.7	227,724	5.8
40-44	203,048	6.3	41,115	5.7	120,016	6.3	124,147	6.2	244,163	6.2
45-49	210,371	6.6	37,783	5.2	119,485	6.2	128,669	6.4	248,154	6.3
50-54	184,091	5.8	31,648	4.3	105,771	5.5	109,968	5.5	215,739	5.5
55-59	152,160	4.8	26,309	3.6	87,015	4.5	91,454	4.6	178,469	4.5
60-64	123,080	3.9	20,677	2.8	67,896	3.5	75,861	3.8	143,757	3.7
65-69	.2,953	2.9	16,764	2.3	48,466	2.6	61,251	3.1	109,717	2.8
70-74	71,368	2.2	10,909	1.5	33,828	1.8	48,449	2.4	82,277	2.1
75 & Over	94,782	3.0	12,906	1.8	38,857	2.0	68,831	3.4	107,688	2.7
TOTAL	3,194,888	100.0	727,511	100.0	1,916,321	100.0	2,006,078	100.0	3,922,399	100.0

POPULATION BY SEX AND RACE

Sex and Race	Number	Percent
TOTAL	3,922,399	100.0
Male	1,916,321	48.9
Female	2,006,078	51.1
White	3,194,888	81.5
Male	1,565,481	39.9
Female	1,629,407	41.6
Nonwhite	727,511	18.5
Male	350,840	8.9
Female	376,671	9.6

Source: 1970 Census, U. S. Department of Commerce

STATE OF MARYLAND
POPULATION BY RACE, SEX, AND AGE COHORT
FY 1982

Age Cohort	WHITE				NONWHITE			
	MALE		FEMALE		MALE		FEMALE	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
0- 4	106,435	6.8	100,571	6.0	54,034	10.4	51,275	9.1
5- 9	93,153	6.0	88,358	5.3	47,458	9.1	42,646	7.6
10-14	128,154	8.2	124,406	7.4	54,323	10.4	48,868	8.7
15-19	153,308	9.9	151,375	9.0	60,025	11.5	56,787	10.1
20-24	160,173	10.3	152,437	9.1	48,166	9.3	63,894	11.4
25-29	155,753	10.0	138,054	8.3	45,542	8.8	58,166	10.4
30-34	119,497	7.7	130,708	7.8	42,781	8.2	45,743	8.2
35-39	104,264	6.7	112,775	6.7	34,230	6.6	34,559	6.1
40-44	84,557	5.4	90,991	5.4	25,852	5.0	29,893	5.3
45-49	79,688	5.1	88,213	5.3	23,424	4.5	27,644	4.9
50-54	87,736	5.6	98,550	5.9	22,102	4.3	24,477	4.4
55-59	85,115	5.5	102,885	6.2	19,355	3.7	21,529	3.8
60-64	71,454	4.6	86,489	5.2	14,767	2.8	17,022	3.0
65-69	50,722	3.3	66,787	4.0	12,316	2.4	15,599	2.8
70-74	35,195	2.3	52,724	3.2	7,450	1.4	10,096	1.8
75 & Over	40,000	2.6	87,809	5.2	8,549	1.6	13,287	2.4
TOTAL	1,555,204	100.0	1,673,132	100.0	520,374	100.0	561,485	100.0

SOURCE: Maryland Department of Human Resources
Research and Analysis Division

STATE OF MARYLAND
POPULATION BY AGE, RACE, AND SEX COHORT
FY 1982

Age Cohort	RACE				SEX				TOTAL	
	WHITE		NONWHITE		MALE		FEMALE			
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
0- 4	207,006	6.4	105,309	9.7	160,469	7.7	151,846	6.8	312,315	7.2
5- 9	181,511	5.6	90,104	8.3	140,611	6.8	131,004	5.9	271,615	6.3
10-14	252,560	7.8	103,191	9.5	182,477	8.8	173,274	7.7	355,751	8.3
15-19	304,683	9.4	116,812	10.8	213,333	10.3	208,162	9.3	421,495	9.8
20-24	312,610	9.7	112,060	10.4	208,339	10.0	216,331	9.7	424,670	9.8
25-29	293,807	9.1	103,708	9.6	201,295	9.7	196,220	8.8	397,515	9.2
30-34	250,205	7.8	88,524	8.2	162,278	7.8	176,451	7.9	338,729	7.9
35-39	217,039	6.7	68,789	6.4	138,494	6.7	147,334	6.6	285,828	6.6
40-44	175,548	5.4	55,745	5.2	110,409	5.3	120,884	5.4	231,293	5.4
45-49	167,901	5.2	51,068	4.7	103,112	5.0	115,857	5.2	218,969	5.1
50-54	186,286	5.8	46,579	4.3	109,838	5.3	123,027	5.5	232,865	5.4
55-59	188,000	5.8	40,884	3.8	104,470	5.0	124,414	5.6	228,884	5.3
60-64	157,943	4.9	31,789	2.9	86,221	4.2	103,511	4.6	189,732	4.4
65-69	117,509	3.7	27,915	2.6	63,038	3.0	82,386	3.7	145,424	3.4
70-74	87,919	2.7	17,546	1.6	42,645	2.1	62,820	2.8	105,465	2.4
75 & Over	127,809	4.0	21,836	2.0	48,549	2.3	101,096	4.5	149,645	3.5
TOTAL	3,228,336	100.0	1,081,859	100.0	2,075,578	100.0	2,234,617	100.0	4,310,195	100.0

POPULATION BY SEX AND RACE

Sex and Race	Number	Percent
TOTAL	4,310,195	100.0
Male	2,075,578	48.1
Female	2,234,617	51.9
White	3,228,336	74.9
Male	1,555,204	36.1
Female	1,673,132	38.8
Nonwhite	1,081,859	25.1
Male	520,374	12.0
Female	561,485	13.1

Source: Maryland Department of Human Resources
Research and Analysis Division

V. LABOR FORCE AND EMPLOYMENT

Current projections indicate that Maryland's labor force, which included 1,655,695 persons in 1970, will expand by 34.1 percent to reach a total of 2,220,387 persons by fiscal year 1982. This compares to an anticipated rise of 22.1 percent in the population aged 16 years and over. The labor force will contain 67.6 percent of the state's eligible population, up from 61.5 percent in 1970. Employment during the fiscal year is expected to measure 2,071,621 persons--an increase of 467,254 persons, or 29.1 percent, over the 1970 figure. Employed persons will represent 93.3 percent of the state's labor force, which is a decline of 3.6 percentage points from their share in 1970. Increased employment over the 1970-fiscal year 1982 period will account for 82.7 percent of the labor force's expansion, which infers that a large number of persons entering (or re-entering) the labor force are finding jobs.

While much of the labor force expansion is attributable to growth in the working-age population, increased participation by all labor-oriented segments of the population can be cited as a contributing factor. Special emphasis should be given to the exceptional movement of females, minorities, and younger persons.

As females continue to seek greater participation in the labor force, female entrants to the labor force are surpassing males, with a projected gain of 64.4 percent from 1970, as compared with 16.0 percent for males. Thus, females will extend their share of the labor force to 45.9 percent in fiscal year 1982--up from 37.4 percent in 1970. This disparate growth will occur, even though gains in the eligible female population (23.9 percent) will be similar to that of males (20.0 percent). The explanation lies in females' rising labor force participation, which is expected to jump from 44.2 percent in 1970 to 58.7 percent in fiscal year 1982. Over the same period, projections point to a decline in the male labor force participation rate from 80.2 percent in 1970 to 77.5 percent in fiscal year 1982.

The nonwhite labor force is expected to increase by an impressive 93.7 percent (264,903 persons) between 1970 and fiscal year 1982--a much higher rate of increase than that anticipated for whites (21.8 percent). Pronounced gains will be noted among nonwhite females, with a projected increase of 154,283 persons, or a tremendous 122.0 percent. Nonwhite labor force participation will rise significantly from 62.0 percent in 1970 to 72.1 percent during the fiscal year. Meanwhile, labor force participation among whites--although expected to rise--will expand more slowly from 61.4 percent to 66.2 percent over the period. By race and sex, white males are estimated to comprise 42.1 percent of the fiscal year labor force; white females, 33.2 percent;

nonwhite males, 12.0 percent; and nonwhite females, 12.7 percent. White and nonwhite males will display participation rates of 78.1 percent and 75.7 percent, respectively. Nonwhite females' labor force participation, at 68.9 percent, will be much higher than that of white females, at 55.5 percent.

Over the 1970-fiscal year 1982 interim, all age groups are expected to share in both the overall labor force and employment growth. The youngest members of the labor force (aged 16-19) will swell the most rapidly, by 76.0 percent. However, projected employment gains among teens will register a much lower 51.6 percent, thus creating an imbalance which will lead to rising unemployment within this group. Estimates indicate that the largest numerical gain (of 249,765 persons) in the labor force will be demonstrated by persons aged 25-34, representing 44.2 percent of the total labor force expansion from 1970. This group's 68.0 percent growth rate will cause its share of the total labor force to enlarge to 27.8 percent in fiscal year 1982 (up from 22.2 percent in 1970).

In summary, projections for the fiscal year reflect a continued growth in the statewide labor force. The increasing involvement of females, nonwhites, and younger persons in the labor force will all combine to boost the labor force participation rate to 67.6 percent, to expand the overall labor force to include 2,220,387 persons, and to advance the employment level to 2,071,621 during fiscal year 1982.

STATE OF MARYLAND
ANNUAL AVERAGES OF LABOR FORCE AND EMPLOYMENT BY RACE, SEX, AND AGE COHORT
1970 AND FY 1982

1970

	LABOR FORCE					EMPLOYMENT				
	WHITE		NONWHITE			WHITE		NONWHITE		
Age Cohort	Male	Female	Male	Female	Total	Male	Female	Male	Female	Total
16-17	22,752	13,336	4,073	2,274	42,435	20,532	11,940	3,381	1,708	37,561
18-19	34,373	28,107	6,838	6,331	75,649	32,285	26,564	5,911	5,232	69,992
20-24	109,203	81,747	20,594	20,125	231,669	105,790	78,803	18,904	18,304	221,801
25-34	203,577	92,234	39,251	32,484	367,546	200,587	89,200	37,937	30,504	358,228
35-44	188,837	94,463	35,054	28,231	346,585	186,350	91,434	33,992	26,903	338,679
45-64	292,375	167,893	45,584	33,426	539,278	287,363	163,696	44,344	32,193	527,596
65 & Over	28,475	15,531	4,938	3,589	52,533	27,630	14,799	4,656	3,425	50,510
TOTAL	879,592	493,311	156,332	126,460	1,655,695	860,537	476,436	149,125	118,269	1,604,367

Source: 1970 Census, U.S. Department of Commerce

FY 1982

	LABOR FORCE					EMPLOYMENT				
	WHITE		NONWHITE			WHITE		NONWHITE		
	Male	Female	Male	Female	Total	Male	Female	Male	Female	Total
16-17	35,081	32,617	11,109	10,162	88,969	28,859	25,590	6,742	3,705	64,896
18-19	44,167	43,461	15,563	15,681	118,872	39,782	39,065	10,575	8,759	98,181
20-24	136,313	119,569	35,131	54,406	345,419	128,544	111,754	27,342	41,034	308,674
25-34	257,095	193,785	77,998	88,433	617,311	250,708	183,479	71,380	80,767	586,334
35-44	175,790	138,457	54,046	51,941	420,234	172,563	133,053	51,087	47,571	404,274
45-64	258,076	192,814	64,379	54,613	569,882	252,809	187,071	61,459	51,033	552,372
65 & Over	27,866	17,601	8,726	5,507	59,700	26,948	16,807	7,934	5,201	56,890
TOTAL	934,388	738,304	266,952	280,743	2,220,387	900,213	696,819	236,519	238,070	2,071,621

Source: Maryland Department of Human Resources, Research and Analysis Division

STATE OF MARYLAND
LABOR FORCE AND EMPLOYMENT PERCENTAGE SHARES BY RACE, SEX, AND AGE COHORT
1970 AND FY 1982

1970

	LABOR FORCE					EMPLOYMENT				
	WHITE		NONWHITE			WHITE		NONWHITE		
Age Cohort	Male	Female	Male	Female	Total	Male	Female	Male	Female	Total
16-17	2.6	2.7	2.6	1.8	2.5	2.4	2.5	2.3	1.4	2.3
18-19	3.9	5.7	4.4	5.0	4.6	3.7	5.6	4.0	4.4	4.4
20-24	12.4	16.6	13.2	15.9	14.0	12.3	16.5	12.7	15.5	13.8
25-34	23.2	18.7	25.1	25.7	22.2	23.3	18.7	25.4	25.8	22.3
35-44	21.5	19.2	22.4	22.3	20.9	21.7	19.2	22.8	22.8	21.1
45-64	33.2	34.0	29.1	26.4	32.6	33.4	34.4	29.7	27.2	32.9
65 & Over	3.2	3.1	3.2	2.9	3.2	3.2	3.1	3.1	2.9	3.2
TOTAL	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Source: 1970 Census, U.S. Department of Commerce

FY 1982

	LABOR FORCE					EMPLOYMENT				
	WHITE		NONWHITE			WHITE		NONWHITE		
	Male	Female	Male	Female	Total	Male	Female	Male	Female	Total
16-17	3.8	4.4	4.2	3.6	4.0	3.2	3.7	2.8	1.6	3.1
18-19	4.7	5.9	5.8	5.6	5.3	4.4	5.6	4.5	3.7	4.7
20-24	14.6	16.2	13.2	19.4	15.6	14.3	16.0	11.6	17.2	14.9
25-34	27.5	26.2	29.2	31.5	27.8	27.8	26.3	30.2	33.9	28.3
35-44	18.8	18.8	20.2	18.5	18.9	19.2	19.1	21.6	20.0	19.5
45-64	27.6	26.1	24.1	19.4	25.7	28.1	26.9	26.0	21.4	26.7
65 & Over	3.0	2.4	3.3	2.0	2.7	3.0	2.4	3.3	2.2	2.8
TOTAL	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Source: Maryland Department of Human Resources, Research and Analysis Division

STATE OF MARYLAND
POPULATION 16 PLUS, LABOR FORCE, AND LABOR FORCE PARTICIPATION RATE
BY RACE/SEX
1970 AND FY 1982

Race/Sex	Population Aged 16 or More				Labor Force				Labor Force Participation Rate	
	1970		FY 1982		1970		FY 1982			
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	1970	FY 1982
TOTAL	2,692,484	100.0	3,286,215	100.0	1,655,695	100.0	2,220,387	100.0	61.5	67.6
Male	1,291,163	48.0	1,549,354	47.1	1,035,924	62.6	1,201,340	54.1	80.2	77.5
Female	1,401,321	52.0	1,736,861	52.9	619,771	37.4	1,019,047	45.9	44.2	58.7
White	2,236,264	83.1	2,526,322	76.9	1,372,903	82.9	1,672,692	75.3	61.4	66.2
Male	1,076,268	40.0	1,196,800	36.4	879.592	53.1	934,388	42.1	81.7	78.1
Female	1,159,996	43.1	1,329,522	40.5	493,311	29.8	738,304	33.2	42.5	55.5
Nonwhite	456,220	16.9	759,893	23.1	282,792	17.1	547,695	24.7	62.0	72.1
Male	214,895	8.0	352,554	10.7	156,332	9.5	266,952	12.0	72.7	75.7
Female	241,325	8.9	407,339	12.4	126,460	7.6	280,743	12.7	52.4	68.9

SOURCE: 1970 Census, U. S. Department of Commerce
and
Maryland Department of Human Resources
Research and Analysis Division

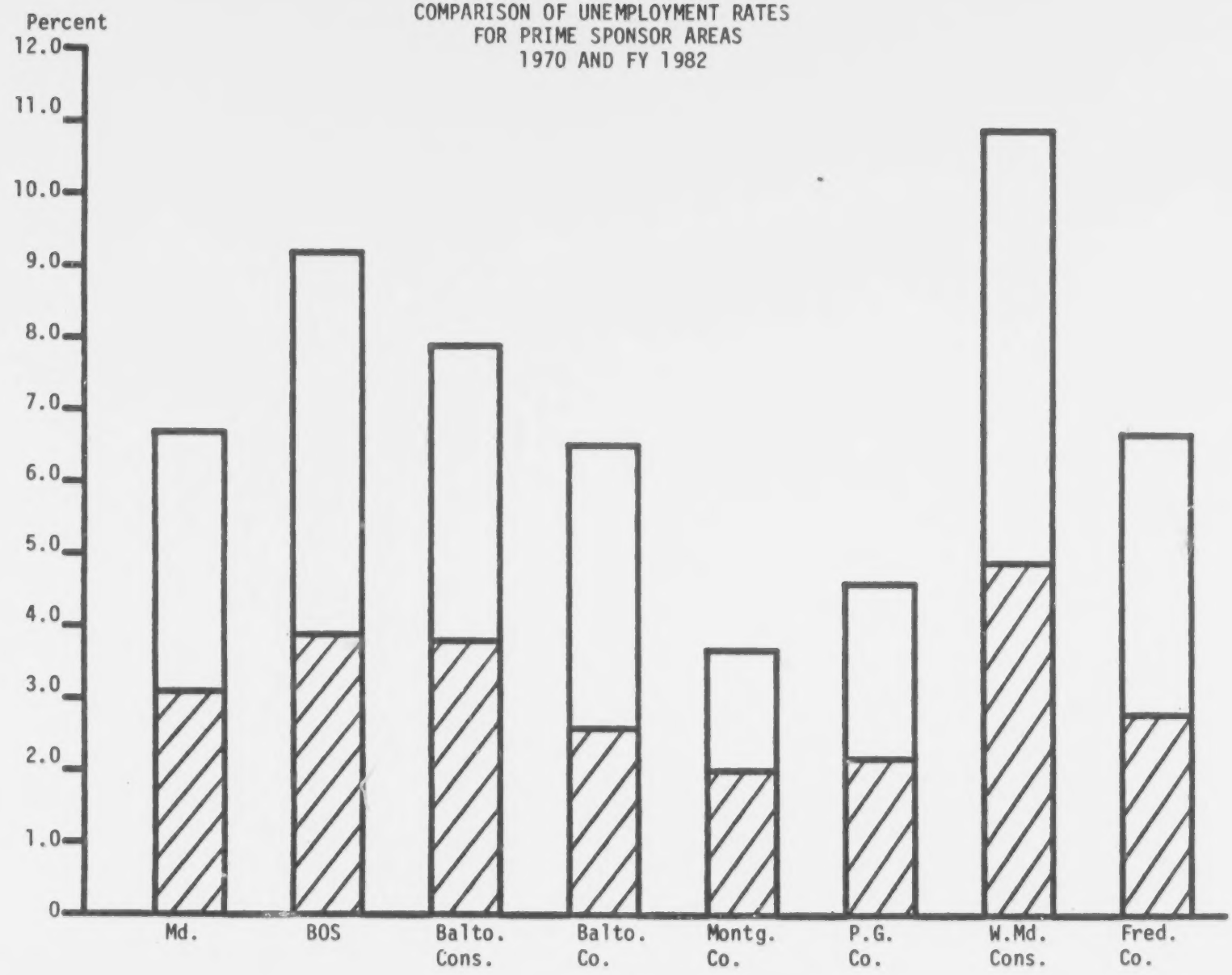
VI. UNEMPLOYMENT

The reality of the economic turbulence wrought by the onset of the recession became evident during 1980 as labor demand dwindled. The net demand for workers due to industrial growth, job openings, and replacement needs was negative during the recession as businesses, industries, and services cut back commercial activity in response to the restricted spending movement within the goods and services marketplace. While employment gains were noted in some areas over the 1979-1980 period, overall employment growth lacked the momentum necessary to satisfy the needs of the growing labor force. As a result, annual average unemployment, which measured 5.9 percent in calendar year 1979, rose to 6.4 percent in calendar year 1980. Although indications are that economic recovery has begun in some areas, the recovery has been and, is expected to be, a slow process. Employment demand will lag slightly behind the general pace of economic recovery; therefore, unemployment will remain a lingering problem in Maryland during fiscal year 1982.

Maryland's annual average unemployment rate, which stood at 3.1 percent in 1970, is expected to reach 6.7 percent by fiscal year 1982, reflecting an increase of 97,438 persons, or 189.8 percent. During the fiscal year, an average of 148,766 persons will be jobless, for a total of 489,194 different persons unemployed during the year. It is anticipated that 33,535 persons, or 22.5 percent of the total unemployed, will be jobless for 15 weeks or more.

Unemployment rates are projected to increase between 1970 and fiscal year 1982 in all CETA Prime Sponsor Areas. For both years, the Western Maryland Consortium will have the highest rates and Montgomery County, the lowest. Over the twelve year period, the fastest rise in unemployment (of 246.5 percent) will be noted in Frederick County; the Baltimore Consortium will experience the largest numerical gain (of 38,618 persons).

COMPARISON OF UNEMPLOYMENT RATES
FOR PRIME SPONSOR AREAS
1970 AND FY 1982



SOURCE: Maryland Department of Human Resources
Research and Analysis Division

UNEMPLOYMENT VOLUME AND RATE FOR MARYLAND AND
THE CETA PRIME SPONSOR AREAS
1970 AND FY 1982

Area	1970		FY 1982		1970-FY 1982	
	Volume	Rate	Volume*	Rate	Numerical Increase*	Percentage Increase
Maryland	51,328	3.1	148,766	6.7	97,438	189.8
Balance of State	5,945	3.9	19,508	9.2	13,563	228.1
Baltimore Consortium	22,600	3.8	61,218	7.9	38,618	170.9
Baltimore County	6,858	2.6	22,515	6.5	15,657	228.3
Montgomery County	4,509	2.0	12,241	3.7	7,732	171.5
Prince George's County	6,575	2.2	18,334	4.6	11,759	178.8
Western Maryland Consortium	3,875	4.9	11,738	10.9	7,863	202.9
Frederick County	966	2.8	3,347	6.7	2,381	246.5

*Items may not add to state total because unemployment totals were developed independently for each CETA Prime Sponsor Area.

SOURCE: Maryland Department of Human Resources
Research and Analysis Division

Projections for the fiscal year show a wide variation in unemployment for the various sex, race, and age subgroups. Females will have both a higher volume and rate of unemployment than males. The nonwhite unemployment rate is predicted to be nearly three times that of whites; nonwhite females will have the highest unemployment rate of all race/sex groups during the fiscal year. When examined by age group, teenagers will experience the highest incidence of unemployment.

During the fiscal year, females will acount for 56.6 percent (84,158 persons) of the total unemployed, while comprising just 45.1 percent of the employed and 45.9 percent of the labor force. This percentage has risen from 1970, when 48.9 percent of the jobless were female. Over the twelve year period, unemployment gains--both numerical and percentage--will be greater among females (59,092 persons--235.8 percent) than among males (38,346 persons--146.0 percent). Unemployment rates for both sex subgroups, which are expected to rise from 1970, are projected at 8.3 percent for females and 5.4 percent for males.

Nonwhites, who often lack adequate education and job skills, will experience a plight similar to that of females during the fiscal year. Between 1970 and fiscal year 1982, projected unemployment gains among nonwhites (57,708 persons--374.8 percent) will surpass the anticipated increases (39,730 persons--110.6 percent) among whites. Nonwhite females, whose unemployment rolls will expand by 34,482 persons, or by a tremendous 421.0 percent, will account for a large part (59.8 percent) of the increase in nonwhite unemployment over the period. By fiscal year 1982, the proportion of nonwhites among the unemployed will expand to 49.1 percent, up from 30.0 percent in 1970. The jobless rate for nonwhites (expected to reach 13.4 percent during the fiscal year) will be well above that of 4.5 percent for whites. Nonwhite females, whose rate of unemployment is forecast at 15.2 percent, will undoubtedly require concentrated employment and training assistance during the fiscal year.

While the ranks of the unemployed continue to swell in all age groupings, projections for the fiscal year indicate that youths (aged 16-19) will continue to be plagued by chronic unemployment. Unemployment among Maryland's teens will total 44,764 by fiscal year 1982, reflecting an increase of 34,233 persons (325.1 percent) from 1970. The true gravity of the unemployment problems encountered by teens is reflected in their unemployment rate, which is expected to measure 21.5 percent in fiscal year 1982. Unemployment rates for persons aged 20 and over will range from a low of 3.1 percent for workers aged 45-64 to a high of 10.6 percent for young adults aged 20-24.

To conclude, annual average unemployment in Maryland is expected to total 148,766 by fiscal year 1982, reflecting an increase of 97,438 persons over the 1970 count. The rate of unemployment will hover around 6.7 percent, up from 3.1 percent in 1970. During the fiscal year, unemployment will impact most heavily upon females, nonwhites, and teens.

STATE OF MARYLAND

ANNUAL AVERAGES OF UNEMPLOYED PERSONS BY RACE, SEX, AND AGE COHORT

1970 and FY 1982

Age Cohort	1970					FY 1982				
	WHITE		NONWHITE		Total	WHITE		NONWHITE		Total
	Male	Female	Male	Female		Male	Female	Male	Female	
16-17	2,220	1,396	692	566	4,874	6,222	7,027	4,367	6,457	24,073
18-19	2,088	1,543	927	1,099	5,657	4,385	4,396	4,988	6,922	20,691
20-24	3,413	2,944	1,690	1,821	9,868	7,769	7,815	7,789	13,372	36,745
25-34	2,990	3,034	1,314	1,980	9,318	6,387	10,306	6,618	7,666	30,977
35-44	2,487	3,029	1,062	1,328	7,906	3,227	5,404	2,959	4,370	15,960
45-64	5,012	4,197	1,240	1,233	11,682	5,267	5,743	2,920	3,580	17,510
65 & Over	845	732	282	164	2,023	918	794	792	306	2,810
TOTAL	19,055	16,875	7,207	8,191	51,328	34,175	41,485	30,433	42,673	148,766

PERCENTAGE SHARES OF UNEMPLOYED PERSONS BY RACE, SEX, AND AGE COHORT

Age Cohort	1970					FY 1982				
	WHITE		NONWHITE		Total	WHITE		NONWHITE		Total
	Male	Female	Male	Female		Male	Female	Male	Female	
16-17	11.6	8.3	9.6	6.9	9.5	18.2	16.9	14.4	15.1	16.2
18-19	11.0	9.1	12.9	13.4	11.0	12.8	10.6	16.4	16.2	13.9
20-24	17.9	17.4	23.5	22.2	19.2	22.7	18.8	25.6	31.3	24.7
25-34	15.7	18.0	18.2	24.2	18.2	18.7	24.9	21.7	18.0	20.8
35-44	13.1	18.0	14.7	16.2	15.4	9.5	13.0	9.7	10.3	10.7
45-64	26.3	24.9	17.2	15.1	22.8	15.4	13.9	9.6	8.4	11.8
65 & Over	4.4	4.3	3.9	2.0	3.9	2.7	1.9	2.6	0.7	1.9
TOTAL	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Source: 1970 Census, U.S. Department of Commerce
and
Maryland Department of Human Resources
Research and Analysis Division

STATE OF MARYLAND

UNEMPLOYMENT RATES BY RACE, SEX, AND AGE COHORT
(in percents)
1970 AND FY 1982

1970

Age Cohort	White		Nonwhite		Total
	Male	Female	Male	Female	
16-17	9.8	10.5	17.0	30.4	11.5
18-19	6.1	5.5	13.6	17.4	7.5
20-24	3.1	3.6	8.2	9.0	4.3
25-34	1.5	3.3	3.3	6.1	2.5
35-44	1.3	3.2	3.0	4.7	2.3
45-64	1.7	2.5	2.7	3.7	2.2
65 & Over	3.0	4.7	5.7	4.6	3.8
TOTAL	2.2	3.4	4.6	6.5	3.1

SOURCE: 1970 Census, U. S. Department of Commerce

FY 1982

Age Cohort	White		Nonwhite		Total
	Male	Female	Male	Female	
16-17	17.7	21.5	39.3	63.5	27.1
18-19	9.9	10.1	32.1	44.1	17.4
20-24	5.7	6.5	22.2	24.6	10.6
25-34	2.5	5.3	8.5	8.7	5.0
35-44	1.8	3.9	5.5	8.4	3.8
45-64	2.0	3.0	4.5	6.6	3.1
65 & Over	3.3	4.5	9.1	5.6	4.7
TOTAL	3.7	5.6	11.4	15.2	6.7

SOURCE: Maryland Department of Human Resources
Research and Analysis Division

STATE OF MARYLAND

UNEMPLOYMENT VOLUME AND RATE BY RACE AND SEX
1970 AND FY 1982

1970

Item	Male	Female	Total
Unemployment Volume			
White	19,055	16,875	35,930
Nonwhite	7,207	8,191	15,398
Total	26,262	25,066	51,328
Unemployment Percentage Shares			
White	37.1	32.9	70.0
Nonwhite	14.0	16.0	30.0
Total	51.1	48.9	100.0
Unemployment Rate			
White	2.2	3.4	2.6
Nonwhite	4.6	6.5	5.4
Total	2.5	4.0	3.1

SOURCE: 1970 Census, U. S. Department of Commerce

FY 1982

Item	Male	Female	Total
Unemployment Volume			
White	34,175	41,485	75,660
Nonwhite	30,433	42,673	73,106
Total	64,608	84,158	148,766
Unemployment Percentage Shares			
White	23.0	27.9	50.9
Nonwhite	20.4	28.7	49.1
Total	43.4	56.6	100.0
Unemployment Rate			
White	3.7	5.6	4.5
Nonwhite	11.4	15.2	13.4
Total	5.4	8.3	6.7

SOURCE: Maryland Department of Human Resources
Research and Analysis Division

STATE OF MARYLAND
TOTAL NUMBER BY RACE AND SEX OF DIFFERENT PERSONS UNEMPLOYED DURING THE YEAR
FY 1982

Race	Male	Female	Total
White	143,520	151,859	295,379
Nonwhite	80,525	113,109	193,634
Total	224,045	264,968	489,013

ANNUAL AVERAGES OF LONG-TERM UNEMPLOYED PERSONS BY RACE AND SEX COHORTS
(unemployed for 15 weeks or more in one year)
FY 1982

Race	Male	Female	Total
White	9,804	8,510	18,314
Nonwhite	8,060	7,199	15,259
Total	17,864	15,709	33,573

SOURCE: Maryland Department of Human Resources
Research and Analysis Division

TOTAL VETERANS

Total Veterans 629,000

Vietnam Era Veterans 197,000

Post Vietnam Era Veterans 22,000

SOURCE: Veteran Population-September 1980,
Veterans Administration

VII. ECONOMIC DEVELOPMENTS AND OUTLOOK

A. Overall Economic Developments and Trends by Industry

Maryland's economy, which began to show signs of deteriorating business conditions during the latter part of 1979, took a definite turn for the worse during 1980. Businesses and consumers alike were finding that they could no longer cope with the persistently high rates of inflation, climbing interest rates, and skyrocketing fuel costs. During 1980, the long-dreaded recession finally became a reality. As business conditions continued to worsen, many of Maryland's industrial sectors experienced large-scale job curtailments. The impact of these cutbacks on overall nonagricultural payroll employment growth was quite obvious. Over the 1979-1980 period, Maryland's nonagricultural employment payrolls expanded slowly, increasing by just 0.9 percent, or 14,500 jobs. Job growth in the nonmanufacturing industries (+24,300 jobs -- 1.7 percent) over the year helped to offset the losses noted in manufacturing employment (-9,800 jobs -- 4.0 percent).

Manufacturing

Within the manufacturing sector, the bulk (69.4 percent) of the job losses occurred within the durable good industries (-6,800 jobs -- 4.9 percent). An overall decline in demand for higher priced consumer goods precipitated sharp cutbacks in the primary metals (-2,800 jobs -- 8.8 percent) and transportation equipment (-1,700 jobs -- 8.8 percent) industries. Job losses, although not quite as heavy, were scattered throughout the remaining major durable goods industries, with the exception of electric and electronic equipment, which gained 1,000 jobs.

The nondurable goods sector also experienced employment declines (-3,000 jobs -- 2.8 percent) over the 1979-1980 period; the big losers in this sector were food and kindred products (-1,200 jobs -- 4.1 percent) and apparel and other textile products (-900 jobs -- 5.5 percent). Although continued job losses are not expected in overall manufacturing employment during fiscal year 1982, many of the industries will find it difficult to recoup the losses experienced during the recent economic downturn.

Contract Construction

The construction industry, which was severely hampered by high prices and volatile interest rates, suffered a sharp downturn during 1980. Despite ongoing construction activity throughout the state, the overall decline in residential homebuilding and commerical-industrial building activity caused employment to drop by 4,600 jobs (or by 4.3 percent) over the 1979-1980 period. Although the new administration's proposals to enact tax incentives to cool inflation could well affect the long-term prospects for the construction industry, the current prospects for employment expansion in this industry are in considerable doubt.

Transportation, Communications, and Public Utilities

During 1979, overall employment in transportation/communications/public utilities declined by 100 jobs -- a decline directly attributable to losses within the transportation component. Rising fuel costs will continue to impact upon the performance of the transportation industry during fiscal year 1982.

Between 1979 and 1980, employment in the public utilities sector rose by 900 jobs (or by 2.6 percent). While consumer demand for basic services will enable employment expansion in this sector to continue into fiscal year 1982, the rate of expansion will be directly influenced by the future direction of construction activity.

Wholesale and Retail Trade

The trade industries, which added 7,500 jobs over the 1979-1980 period, will continue to expand slowly during 1981 and into the fiscal year. The decline in sales volume and large inventories will continue to prey upon the performance of this consumer-sensitive industry. Future growth in this sector will be highly dependent upon the direction of consumer attitudes. Even if interest rates abate somewhat as predicted, consumers will be slow to regain their confidence.

Finance, Insurance, and Real Estate

Job growth in this combined sector moved upwards by 3.5 percent during 1979, representing an increase of 3,100 jobs. The largest advances were noted in banks (+900 jobs), insurance agents/brokers/and services (+900 jobs) and real estate (+1,100 jobs). Since employment in this sector is closely related to the movement within the construction industry and business activity in general, F.I.R.E. employment can expect to expand slowly during the upcoming fiscal year.

Services

The services industries continued to follow an upward trend during 1979, although at a considerably slower pace. Employment in this sector expanded by 15,400 jobs (or by 4.5 percent) over the 1979-1980 period. Trends point to continued growth, with the future rate of expansion hinging on such factors as market demand, disposable income, and the general pace of overall economic recovery.

Government

Total government employment -- including federal, state, and local workers -- increased by 3,000 jobs (or by 0.7percent) over the 1979-1980 period. While employment in federal government gained by 3,300 jobs, state and local government employment declined by 300 jobs.

Government's previously important role as a growth industry will definitely diminish. The new administration's recently announced budget cuts have already begun to filter through state and local government units. While full-scale job curtailments aren't expected in the immediate future, eventually these budget cuts will cause payroll reductions in all levels of government employment.

STATE OF MARYLAND
ANNUAL AVERAGE EMPLOYMENT BY DETAILED INDUSTRY GROUP
1977-1980
(in thousands)

Industry Group	STATE OF MARYLAND			
	1980	1979	1978	1977
TOTAL NONAGRICULTURAL PAYROLL EMPLOYMENT	1695.2	1680.7	1625.8	1545.6
Manufacturing	237.9	247.7	241.5	235.1
Durable Goods	132.4	139.2	134.0	127.6
Lumber and Wood Products	3.9	4.6	4.4	4.6
Millwork, Plywood, & Structural Members	1.3	1.4	1.5	1.4
Other	2.6	3.2	2.9	3.2
Furniture and Fixtures	3.7	3.8	4.1	3.9
Household Furniture	1.5	1.6	1.7	1.6
Other	2.2	2.2	2.4	2.3
Stone, Clay, and Glass Products	9.5	9.8	9.6	9.5
Concrete Gypsum & Plastic Products	4.6	4.6	4.3	4.4
Other	4.9	5.2	5.3	5.1
Primary Metal Industries	29.1	31.9	30.8	30.0
Blast Furnace & Basic Steel Products	19.9	22.6	21.8	20.9
Nonferrous Rolling and Drawing	6.8	6.8	6.6	6.9
Other	2.4	2.5	2.4	2.2
Fabricated Metal Products	11.5	12.2	11.9	12.1
Metal Cans & Shipping Containers	2.3	2.8	2.7	3.1
Fabricated Structural Metals	5.8	5.8	5.4	5.1
Miscellaneous Fabricated Metal Products	1.8	1.9	1.6	1.4
Other	1.6	1.7	2.2	2.5
Machinery, Except Electrical	20.0	21.4	20.1	17.9
Special Industry Machinery	1.4	1.6	1.7	1.7
General Industrial Machinery	1.8	2.0	1.8	1.8
Miscellaneous Machinery, Exc. Electrical	4.7	4.6	4.2	4.0
Other	12.1	13.2	12.4	10.4
Electric and Electronic Equipment	30.2	29.2	27.8	25.5
Electrical Industrial Apparatus	3.3	3.3	3.5	3.2
Household Appliance	2.2	2.0	2.3	2.3
Communication Equipment	19.5	18.7	17.6	16.7
Electronic Components & Accessories	1.6	1.6	1.4	1.2
Other	3.6	3.6	3.0	2.1
Transportation Equipment	17.7	19.4	19.0	18.0
Motor Vehicles and Equipment	4.9	7.3	7.2	7.0
Aircraft and Parts	5.2	4.8	4.1	3.3
Ship and Boat Building and Repair	6.6	6.2	6.7	6.7
Other	1.0	1.1	1.0	1.0
Instruments & Related Prods. & Misc. Mfg.	6.8	6.9	6.3	6.1
Instruments and Related Products	3.4	3.3	3.0	2.8
Miscellaneous manufacturing	3.4	3.6	3.3	3.3
Nondurable Goods	105.5	108.5	107.5	107.5
Food and Kindred Products	28.2	29.4	29.0	31.1
Meat Products	7.1	7.3	6.8	6.9
Dairy Products	3.5	3.4	3.1	3.3
Preserved Fruits and Vegetables	2.8	3.4	3.2	3.5
Bakery Products	3.1	3.3	3.7	3.8
Sugar & Confectionary Prods., Fats & Oils	1.6	1.7	1.7	1.8
Beverages	5.1	5.1	5.2	5.9
Other	5.0	5.2	5.3	5.9
Textile Mill Products	1.0	1.0	1.3	1.3
Apparel and Other Textile Products	15.4	16.3	17.3	16.6
Men's and Boy's Suits and Coats	4.6	4.7	4.8	4.8
Men's and Boy's Furnishings	2.6	2.7	3.1	3.0
Women's and Misses' Outerwear	3.2	3.6	3.7	3.7
Miscellaneous Apparel and Accessories	3.0	3.2	3.2	3.1
Other	2.0	2.1	2.5	2.0
Paper and Allied Products	9.9	10.0	10.1	10.0
Paperboard Mills	0.4	0.4	0.4	0.4
Miscellaneous Converted Paper Products	1.0	1.0	1.0	1.0
Paperboard Containers and Boxes	6.6	6.8	6.8	6.6
Other	1.9	1.8	1.9	2.0

Industry Group	STATE OF MARYLAND			
	1980	1979	1978	1977
Printing and Publishing	23.4	23.3	22.1	21.6
Newspapers	6.1	6.1	5.6	5.8
Commercial printing	8.2	8.5	7.9	7.5
Other	9.1	8.7	8.6	8.3
Chemicals and Allied Products	14.0	14.5	14.4	14.3
Industrial Inorganic Chemicals	3.3	3.1	3.4	3.6
Plastic Materials and Synthetics	2.0	1.9	1.7	1.8
Soap, Cleaners, and Toilet Goods	2.8	2.9	3.0	2.9
Paints and Allied Products	1.8	2.0	2.1	1.8
Agricultural Chemicals	0.7	0.7	0.8	1.0
Other	3.4	3.9	3.4	3.2
Petroleum and Coal Products	0.9	0.9	1.0	0.8
Rubber and Miscellaneous Plastic Products	10.9	11.0	10.3	9.8
Rubber and Plastic Footwear	1.9	2.0	2.1	2.1
Miscellaneous Fabricated Rubber Prods.	0.9	0.9	0.8	0.8
Other	8.1	8.1	7.4	6.9
Leather and Leather Products	1.8	2.1	2.0	2.0
Nonmanufacturing	1457.3	1433.0	1384.3	1310.5
Construction	103.3	107.9	101.7	91.6
General Building Contractors	26.0	28.2	28.6	25.5
Heavy Construction Contractors	17.2	18.5	16.4	14.4
Special Trade Contractors	60.1	61.2	56.7	51.7
Transportation, Communication, and Public Utilities	86.3	86.4	84.0	80.9
Railroad Transportation	9.3	9.7	9.4	9.2
Transportation, Except Railroads	41.8	42.4	41.6	39.9
Local and Interurban Passenger Transit	4.0	3.9	3.7	3.8
Taxicabs	0.6	0.6	0.6	0.7
Other	3.4	3.3	3.1	3.1
Trucking and Warehousing	25.8	26.1	25.3	23.7
Trucking, Local and Long Distance	23.9	24.3	23.6	22.3
Public Warehousing and Trucking Terminal Facilities	1.9	1.8	1.7	1.4
Water Transportation	7.2	7.5	8.0	8.2
Water Transportation Services	6.5	6.8	7.2	7.4
Other	0.7	0.7	0.8	0.8
Transportation by Air	2.0	2.1	1.8	1.7
Transportation Services	2.8	2.8	2.8	2.5
Communications and Public Utilities	35.2	34.3	33.0	31.8
Communications	22.0	21.2	20.0	19.2
Electric, Gas, and Sanitary Services	13.2	13.1	13.0	12.6
Trade	408.6	401.1	391.4	371.7
Wholesale Trade	90.7	86.7	83.6	76.9
Durable Goods	58.2	55.3	52.8	48.6
Nondurable Goods	32.5	31.4	30.8	28.3
Retail Trade	317.9	314.4	307.8	294.8
Building Materials and Garden Supplies	9.0	9.4	9.1	9.5
General Merchandise Stores	48.5	48.7	48.8	47.6
Food Stores	44.6	45.6	45.0	44.7
Automotive Dealers and Service Stations	36.5	38.5	40.0	39.1
New and Used Car Dealers	16.8	17.8	17.7	17.4
Other	19.7	20.7	22.3	21.7
Apparel and Accessory Stores	20.5	20.2	19.2	18.5
Furniture and Home Furnishings Stores	16.5	15.0	13.9	12.6
Eating and Drinking Places	95.2	89.6	85.3	77.9
Miscellaneous Retail	47.1	47.4	46.5	44.9
Drug Stores and Proprietary Stores	12.2	12.9	12.6	12.6
Nonstore Retailers	8.4	8.5	8.3	8.1
Other	26.5	26.0	25.6	24.2

Industry Group	STATE OF MARYLAND			
	1980	1979	1978	1977
Finance, Insurance, and Real Estate	92.2	89.1	86.4	82.8
Banks	23.5	22.6	21.8	20.6
Credit Agencies and Other Banks	11.3	11.5	11.1	10.4
Security, Commodity Bankers and Services	2.1	1.9	1.8	1.8
Insurance Carriers	19.6	19.4	19.2	19.8
Insurance Agents, Brokers, and Services	8.1	7.2	6.8	6.1
Real Estate	26.9	25.8	25.0	23.4
Combined Real Estate, Insurance, etc.	0.1	0.1	0.1	0.2
Holding and Other Investment Offices	0.6	0.6	0.6	0.5
Services and Mining	359.9	344.5	318.9	305.4
Hotels and Other Lodging Places	11.4	10.4	9.9	10.0
Hotels, Motels, and Tourist Courts	10.9	9.9	9.4	9.6
Other	0.5	0.5	0.5	0.4
Personal Services	19.5	19.6	19.3	19.0
Laundry, Cleaning, and Garment Services	6.6	6.7	6.7	6.8
Other	12.9	12.9	12.6	12.2
Business Services	83.7	81.3	71.6	65.1
Auto Repair, Services and Garages	12.4	11.3	10.4	9.2
Miscellaneous Repair Services	6.8	6.1	5.6	5.4
Motion Pictures	2.4	2.3	2.5	2.7
Amusement and Recreation Services	13.6	14.9	11.6	13.3
Health Services	97.3	92.2	85.5	80.1
Nursing and Personal Care Facilities	14.5	14.1	13.2	12.4
Hospitals	53.3	51.1	47.1	44.4
Other	29.5	27.0	25.2	23.3
Legal Services	8.5	7.7	7.1	6.6
Educational Services	26.2	22.9	22.4	22.8
Private Elementary and Secondary Schools	11.8	10.6	8.9	8.2
Private Colleges and Universities	12.3	10.2	10.4	11.4
Other	2.1	2.1	3.1	3.2
Social Services	15.6	14.9	13.4	12.0
Membership Organizations	22.0	22.0	24.3	28.5
Miscellaneous Services	32.4	30.7	27.9	24.3
Engineering and Architectural Services	21.2	19.8	17.8	14.8
Other	11.2	10.9	10.1	9.5
Agricultural Services	6.1	6.2	5.7	4.9
Mining	2.0	2.0	1.7	1.5
Government	407.0	404.0	401.9	378.1
Federal Government	135.0	131.7	132.3	132.0
Defense	41.3	41.6	40.6	41.5
Post Offices	12.0	12.2	12.1	12.0
Other	81.7	77.9	79.6	78.5
State and Local Government	272.0	272.3	269.6	246.1
State Government	86.8	86.4	83.1	76.1
Education	30.5	30.4	29.9	27.4
Non-Education	56.3	56.0	53.2	48.7
Local Government	185.2	185.9	186.5	170.0
Education	110.4	113.8	114.2	104.4
Non-Education	74.8	72.1	72.3	65.6

B. Occupational Outlook

In light of existing economic conditions, one of the primary goals of planners and educators is to identify and provide training opportunities in those occupations which might lead to future employment for those in need. To this end, an analysis of projected employment trends by occupation can be useful in assessing future areas of occupational demand.

As might be expected, occupational openings in Maryland will continue to expand slowly during fiscal year 1982. Despite this expected slowdown, most long-term trends among the major occupational groups -- white-collar, blue-collar, service, and farm workers -- are expected to continue. Occupationally, the groups expected to expand at above-average rates are the white-collar and service classifications. Employment growth among blue-collar workers, particularly those employed in Maryland's manufacturing industries, will be much more limited. Farm workers, a relatively small group in Maryland's occupational structure, can expect to see a decline in their employment level through fiscal year 1982.

Short-term Outlook

White-Collar Workers

White-collar workers will continue to dominate the employment scene during fiscal year 1982. Presently, over one-half of the total workforce in Maryland is employed in white-collar occupations.

Employment among professional, technical and kindred workers -- many of whom are employed in the services industries -- should continue to expand through fiscal year 1982. The growing concern in the areas of energy production and environmental protection will stimulate an increasing demand for such highly trained workers as engineers, scientists, and technicians. With projected increases in population (particularly the older population), the demand for professionals in medical and health-related fields will remain heavy. In addition, continuing technological advances, coupled with the trend toward automation in business operations, whould increase the demand for highly specialized workers in electronics and computer sciences. Although many of the professional/technical occupations will continue to expand during the fiscal year, proposed budget cuts in education will definitely affect the prospects for employment growth among teachers.

Clerical workers, the largest single group in Maryland's occupational structure, will continue to expand during fiscal year 1982. Although employment in many clerical occupations will be affected by the increased usage of sophisticated office machinery (word processors, computers), overall expansion in medical/health care services and business services will increase the need for experienced clerical personnel.

Managers and adminstrators should experience some growth during fiscal year 1982. Continued expansion in the services industries will provide the principal thrust in employment growth for this group of workers. However, those manager/administrators employed in manufacturing and government industries will find little, if any, increase in demand for their services during the upcoming fiscal year.

Sales workers will encounter a tight job market during fiscal year 1982. The overall decline in consumer demand, coupled with improved merchandising/sales recording techniques, will narrow the number of available openings for workers in this occupational category.

Blue-Collar Workers

Overall demand for blue-collar workers will remain sluggish during fiscal year 1982.

The continuing shift in consumer demand from goods-producing to service-producing industries will continue to impact upon the demand for operatives and non-farm laborers. The manufacturing industries, which were dealt a damaging blow by the recent recession, are expected to recovery slowly. Therefore, they will find little need to expand their workforces during fiscal year 1982. The outlook appears a bit more promising for transport equipment operatives since many of these workers are employed in expanding industries.

Despite recent declines in construction activity, craft and kindred workers will continue to see a demand for their skills. The need to maintain existing structures and repair industrial and commerical machinery will provide additional job opportunities for workers in this occupational group during the upcoming fiscal year.

Service Workers

Service workers should continue to experience moderate employment growth during the upcoming fiscal year. Although the overall decline in consumer demand has restricted the growth of service occupations in some areas, the rising demand for workers in health care, food service, and cleaning/protective services will afford additional job opportunities during fiscal year 1982.

Farm Laborers

Despite rapid growth in the demand for agricultural products, employment among farm workers is expected to decline through fiscal year 1982. Improved machinery and harvesting techniques, which have diminished the need for many farm laborers, will continue to allow for greater output with fewer workers.

STATE OF MARYLAND
PERCENTAGE SHARES OF THE EMPLOYED BY MAJOR OCCUPATIONAL GROUP
1975-1979 ANNUAL AVERAGES

Major Occupational Group	1979	1978	1977	1976	1975
Total Employed	100.0	100.0	100.0	100.0	100.0
White-Collar Workers	58.9	59.2	59.4	58.3	58.6
Professional & Technical	20.5	20.7	20.1	20.9	19.5
Managers & Administrators, except Farm	11.3	11.7	12.1	11.1	12.5
Sales Workers	5.8	5.8	5.7	5.5	5.7
Clerical Workers	21.4	21.0	21.5	20.8	20.9
Blue-Collar Workers	27.3	26.3	27.2	27.7	27.1
Craft & Kindred Workers	12.3	12.2	13.0	12.6	12.4
Operatives, except Transport	6.5	6.5	6.6	7.2	6.9
Transport Equipment Operatives	3.6	3.3	3.6	3.3	3.4
Nonfarm Laborers	4.8	4.4	4.0	4.6	4.3
Service Workers	12.9	13.4	12.4	13.1	13.3
Farm Workers	*	1.1	1.0	*	1.0

* Less than 1.0 percent

NOTE: Items may not add due to rounding

SOURCE: Geographic Profile of Employment and Unemployment, 1976-1978 and draft data for 1979
U.S. Department of Labor, Bureau of Labor Statistics

TABLE IV
PROJECTED EMPLOYMENT DISTRIBUTION OF MAJOR INDUSTRY DIVISIONS BY MAJOR OCCUPATIONAL DIVISION IN 1982
(percents)

Industry Division	OCCUPATIONAL DIVISIONS										
	White-Collar					Blue-Collar					
	Total White-Collar	Professional, Technical, and Kindred	Managers, Officials, Proprietors	Sales	Clerical	Total Blue-Collar	Crafts and Kindred	Operatives	Laborers	Service	Total, All Occupations
Manufacturing	25.38	6.97	5.29	2.28	10.84	72.69	20.92	42.66	9.11	1.93	100.00
Mining	16.87	1.11	6.91	2.64	6.21	82.39	26.94	41.63	13.82	0.74	100.00
Construction	24.91	3.49	13.41	0.56	7.45	74.92	47.92	6.16	20.10	0.90	100.00
Transportation & Other Public Utilities	38.50	5.67	6.50	1.69	24.64	60.01	22.61	21.96	15.44	1.49	100.00
Wholesale Trade	67.55	3.86	10.03	20.60	28.06	30.98	8.89	15.04	7.05	1.46	100.00
Retail Trade	53.61	2.88	9.77	23.68	17.28	18.64	5.74	7.20	5.70	27.75	100.00
Finance, Insurance & Real Estate	84.53	7.00	16.91	8.39	52.23	7.33	4.88	0.17	2.28	8.15	100.00
Services	68.61	39.44	8.04	0.79	20.34	8.83	4.16	3.10	22.55	22.55	100.00
Government	68.59	29.93	7.02	0.18	31.46	15.54	6.77	3.13	15.87	15.87	100.00

TABLE V
PROJECTED EMPLOYMENT DISTRIBUTION OF MAJOR OCCUPATION DIVISIONS BY MAJOR INDUSTRY DIVISION IN 1982
(PERCENTS)

Occupational Division	Manufacturing	Mining	Construction	Transportation & Other Public Utilities	Wholesale Trade	Retail Trade	Finance, Insurance & Real Estate	Services	Government	Total
Professional, Technical, & Kindred	5.03	0.01	1.24	1.51	2.22	2.83	1.97	61.50	23.70	100.00
Managers, Officials, Proprietors	8.44	0.10	10.49	3.82	5.55	21.15	10.52	27.67	12.27	100.00
Sales	4.78	0.05	0.58	1.30	14.99	67.43	6.86	3.60	0.42	100.00
Clerical	6.96	0.04	2.35	5.83	6.26	15.08	13.10	28.23	22.16	100.00
Crafts & Kindred	25.44	0.30	28.60	10.14	3.75	9.48	2.32	10.94	9.03	100.00
Operatives	53.77	0.48	3.81	10.20	6.58	12.33	0.08	8.43	4.33	100.00
Services	1.75	0.01	0.40	0.50	0.46	34.13	2.89	44.12	15.76	100.00
Laborers	20.05	0.27	21.70	12.52	5.38	17.03	1.96	7.48	13.60	100.00

TABLE VI
EMPLOYMENT PROJECTIONS FOR THE MAJOR OCCUPATIONAL DIVISIONS WITHIN MARYLAND

Occupational Division	1976 Employment		1982 Projected Employment		1976-1982 Projected Employment Change		
	Number	Percent of Total	Number	Percent of Total	Number	Growth Rate	Percent of Total Openings
White-Collar Workers	841,810	55.76	965,210	56.04	123,400	14.66	58.01
Professional, Technical, & Kindred	286,720	18.99	330,430	19.18	43,720	15.25	20.55
Managers, Officials, Proprietors	129,080	8.55	149,650	8.69	20,570	15.94	9.67
Sales	101,310	6.71	113,790	6.61	12,480	12.32	5.87
Clerical	324,700	21.51	371,340	21.56	46,640	14.36	21.92
Blue-Collar Workers	445,220	29.49	493,830	28.67	48,610	10.92	22.85
Crafts & Kindred	171,150	11.34	196,150	11.39	25,000	14.61	11.75
Operatives	178,790	11.84	189,250	10.99	10,470	5.85	4.92
Laborers, Exc. Farm	95,280	6.31	108,430	6.29	13,140	1.38	6.18
Service Workers	222,710	14.75	263,420	15.29	40,720	18.28	19.14
Total, All Occupations	1,509,730	100.00	1,722,460	100.00	212,730	14.09	100.00

C. ANTICIPATED LABOR SUPPLY AND DEMAND

In order for manpower planners and vocational analysts to develop and implement viable employment training programs, a working knowledge of the supply (active applicants)/demand (job openings) relationship is essential. Providing enrollees with marketable skills--skills which will enable them to compete more effectively in today's tight job market--is one of the main objectives of manpower programs.

Unfortunately, in the absence of an actual controlled tally, the information on labor supply/demand is quite limited. However, it has been recognized that the most useful source of statewide information which can be used for short-term planning purposes are the statistics compiled by the Maryland State Employment Service (MSES). While these statistics only take into consideration those persons seeking employment through and those positions listed with the MSES, they can be viewed as fairly representative of the supply/demand mix in Maryland.

Labor Supply

During the period between October 1, 1979 and September 30, 1980, a total of 252,597 persons applied for job assistance through the Maryland State Employment Service.

An analysis of the statewide ES file reveals that slightly more than one-third (35.1 percent) of the registrants were classified in white-collar occupations. The largest group of white-collar applicants (18.9 percent) had prior experience in clerical occupations. The remaining 16.2 percent of the applicants in this category was shared by jobseekers skilled in professional/technical/managerial (11.8 percent) and sales (4.4 percent) occupations.

Blue-collar workers accounted for 24.1 percent of all applicants registered during the reference period. Within the blue-collar grouping, the applicant distribution ranged from a high of 13.3 percent for workers in structural work occupations to a low of 2.6 percent for workers with skills in processing occupations.

Slightly more than 16.0 percent of all applicants were experienced in service occupations. At the other end of the spectrum, farming/fishing/forestry workers represented only 1.4 percent of the statewide applicant profile. Jobseekers included in the miscellaneous category (10.0 percent) and applicants categorized as X-entry, or unclassified workers, (13.2 percent) made up a significant portion of the potential labor pool during the period.

PERCENTAGE DISTRIBUTION BY OCCUPATION OF
REGISTERED APPLICANTS AVAILABLE WITHIN
THE STATE EMPLOYMENT SERVICE SYSTEM
STATE OF MARYLAND
OCTOBER 1, 1979-SEPTEMBER 30, 1980

Occupational Category	Percent of Total
Total Registered Applicants Available	100.0
White-Collar Workers	35.1
Professional, Technical, and Managerial	11.8
Clerical	18.9
Sales	4.4
Blue-Collar Workers	24.1
Processing	2.6
Machine Trades	4.5
Benchwork	3.7
Structural Work	13.3
Service	16.2
Farming, Fishing, and Forestry	1.4
Miscellaneous	10.0
X-Entry[1] or Unclassified Workers	13.2

[1]X-Entry: Not qualified for a specific occupation.

SOURCE: Employment Security Automated Reporting System (ESARS), Table 96
Maryland Department of Human Resources
Research and Analysis Division

As previously noted, a total of 252,597 persons, skilled in various occupations, registered with the MSES during fiscal year 1980. In an attempt to present a more in-depth picture of the MSES applicant profile, a table depicting all occupations with 600 or more active applicants has been compiled. Within the nine major occupational categories, it becomes evident that the largest supply of skilled jobseekers was found in clerical/sales, service, structural work, and professional/technical/managerial classifications.

STATE OF MARYLAND
OCCUPATIONS WITH 600 OR MORE ACTIVE APPLICANTS WITHIN THE STATE EMPLOYMENT SERVICE SYSTEM
OCTOBER 1, 1979-SEPTEMBER 30, 1980

DOT CODE	OCCUPATION	NUMBER OF ACTIVE APPLICANTS
	TOTAL	252,597
	PROFESSIONAL, TECHNICAL AND MANAGERIAL (0-19)	29,855
045	Occupations in Psychology	899
079	Occupations in Medical and Health, n.e.c.	1,184
092	Occupations in Pre-School, Primary School, & Kindergarten Education	843
099	Occupations in Education, n.e.c.	976
160	Accountants and Auditors	830
163	Occupations in Sales and Distribution Management	637
169	Occupations in Administrative Specializations, n.e.c.	2,623
185	Wholesale and Retail Trade Managers and Officials	2,401
186	Finance, Insurance, and Real Estate Managers and Officials	694
187	Service Industry Managers and Officials	1,939
189	Miscellaneous Managers and Officials, n.e.c.	1,699
195	Occupations in Social and Welfare Work	2,063
	CLERICAL AND SALES (2)	58,844
201	Secretaries	3,274
203	Typists and Typewriting Machine Operators	6,153
206	File Clerks	729
209	Stenography, Typing, Filing, and Related Occupations, n.e.c.	10,344
210	Bookkeepers and Bookkeeping Machine Operators	2,101
211	Cashiers and Tellers	7,939
213	Occupations in Electronic and Electro-Mechanical Data Processors	719
216	Accounting and Statistical Clerks	1,750
219	Computing and Account-Recording Occupations, n.e.c.	2,557
222	Shipping, Receiving, Stock, and Related Clerical Occupations	3,967
235	Telephone Operators	725
237	Information and Reception Clerks	2,114
249	Miscellaneous Clerical Occupations	1,759
261	Sales Occupations, Textile Products, Apparel, and Notions	1,063
273	Sales Occupations, Transportation Equipment, Parts and Supplies	636
279	Sales Occupations, Miscellaneous Commodities, n.e.c.	2,896
290	Sales Clerks	2,253
299	Miscellaneous Sales Occupations, n.e.c.	1,179
	SERVICE (3)	40,702
301	Household and Related Work	2,589
311	Waiters, Waitresses and Related Food Service Occupations	6,381
312	Bartenders	1,178
313	Chefs and Cooks, Hotels and Restaurants	3,384
315	Miscellaneous Cooks, Except Domestic	624
318	Kitchen Workers, n.e.c.	2,023
323	Housecleaners (hotels, restaurants, and related establishments)	1,782
332	Hairdressers and Cosmetologists	741
355	Attendants, Hospitals, Morgues, and Related Health Services	5,359
359	Miscellaneous Personal Service Occupations, n.e.c.	781
372	Security Guards and Correction Officers, Except Crossing Tenders	2,292
381	Porters and Cleaners	6,609
382	Janitors	1,373
	FARMING, FISHERY, FORESTRY AND RELATED OCCUPATIONS (4)	3,610
406	Gardening and Groundskeeping Occupations	1,243
408	Plant Life and Related Service Occupations	727

STATE OF MARYLAND
OCCUPATIONS WITH 600 OR MORE ACTIVE APPLICANTS WITHIN THE STATE EMPLOYMENT SERVICE SYSTEM
OCTOBER 1, 1979-SEPTEMBER 30, 1980
(continued)

DOT CODE	OCCUPATION	NUMBER OF ACTIVE APPLICANTS
	PROCESSING (5)	6,614
509	Occupations in Processing of Metal, n.e.c.	762
525	Slaughtering, Breaking, Curing, and Related Occupations	673
529	Occupations in Processing of Food, Tobacco, & Related Products, n.e.c.	1,691
	MACHINE TRADES (6)	11,493
600	Machinists and Related Occupations	600
616	Fabricating Machine Occupations	667
620	Motorized Vehicle & Engineering Equipment Mechanics & Repairers	3,073
638	Miscellaneous Occupations in Machine Installation and Repair	943
	BENCH WORK (7)	9,477
706	Metal Unit Assemblers and Adjustors, n.e.c.	1,125
726	Occupations in Assembly & Repair of Electronic Components & Accessories, n.e.c.	892
787	Sewing Machine Operators	1,306
	STRUCTURAL WORK (8)	33,449
806	Transportation Equipment Assemblers & Related Occupations	2,807
810	Arc Welders and Cutters	1,303
824	Occupations in Assembly, Installation, and Repair of Lighting Equipment & Bldg. Wiring, n.e.c.	753
829	Occupations in Installation and Repair of Electrical Products, n.e.c.	653
840	Construction and Maintenance Painters and Related Occupations	1,365
859	Excavating, Grading, Paving and Related Occupations, n.e.c.	825
860	Carpenters and Related Occupations	3,452
861	Brick and Stone Masons and Tile Setters	1,036
862	Plumbers, Gas Fitters, Steam Fitters, and Related Occupations	1,084
869	Miscellaneous Construction Occupations, n.e.c.	11,668
899	Miscellaneous Structural Work Occupations, n.e.c.	2,020
	MISCELLANEOUS (9)	25,383
904	Trailer - Truck Drivers	2,011
905	Truck Drivers, Heavy	3,230
906	Truck Drivers, Light	2,134
913	Passenger Transportation Occupations, n.e.c.	879
915	Attendants and Servicers, Parking Lots & Automotive Service Facilities	1,385
920	Packaging Occupations	3,952
921	Hoisting and Conveying Occupations	2,387
922	Occupations in Moving & Storing Materials & Products, n.e.c.	2,405
929	Packaging and Materials Handling Occupations, n.e.c.	3,795
	X-entry (persons not fully qualified for a specific occupation)	33,170

SOURCE: Employment Security Automated Reporting System (ESARS), Table 96
Maryland Department of Human Resources, Research & Analysis Division

Labor Demand

The direction of labor market demand in Maryland has definitely been altered by the employment effects of the recession. Labor supply, as evidenced by the registration activity at the MSES, is at record high levels. Worker surpluses are evident not only in the unskilled fields, but also in the semiskilled, skilled, and professional occupations. With the supply of applicants overshadowing employers' demand, jobseekers may find themselves hard-pressed to maintain a competitive edge in the job market during fiscal year 1982.

The following table, which highlights those occupations with the largest projected employment growth between 1976 and 1982, can be used by prospective jobseekers and program planners to identify potential areas of labor demand during the upcoming fiscal year.

OCCUPATIONS WITH THE LARGEST PROJECTED EMPLOYMENT GROWTH*
WITHIN MARYLAND - 1976-1982

High Growth Occupations	Projected Employment Growth	Rate of Growth
1. Janitors & Sextons	7,700	15.21
2. Sales Clerks	7,400	12.91
3. General Clerks, Office	7,390	14.53
4. Secretaries	6,570	14.57
5. Nurses Aides/Orderlies	4,810	26.64
6. Nurses, Professional	4,690	26.60
7. Guards & Doorkeepers	4,310	32.23
8. Typists	4,150	17.56
9. Waiters or Waitresses	3,950	17.69
10. Truck Drivers	3,820	13.48
11. Helpers, Trades	3,560	23.23
12. Food Preparation & Service Workers, Fast Food Restaurants	3,220	17.12
13. Carpenters	2,980	24.75
14. Cashiers	2,370	10.12
15. Electrical Engineers	2,320	25.60
TOTAL	69,240**	

*This list includes all those occupations projected to increase by 2,000 or more workers.

**The projected employment growth for these occupations, totaling 69,240, will account for 32.55 percent of the total projected employment growth for Maryland.

SOURCE: Maryland Occupational-Industrial Outlook - 1982
Occupational Employment Statistics Program
Maryland Department of Human Resources
Research and Analysis Division

By the same token, jobseekers skilled in the following occupations--occupations with projected losses through 1982--will find little, if any, demand for their services during the fiscal year. Thus, manpower planners will need to provide additional employment-related assistance--possibly in the form of retraining programs--to persons with outmoded skills.

OCCUPATIONS WITH THE LARGEST PROJECTED EMPLOYMENT DECLINE*
WITHIN MARYLAND - 1976-1982

Largest Declining Occupations	Projected Employment Decline	Rate of Decline
1. Poultry Dressers, Eviscerators	750	38.56
2. Sewers & Stitchers	440	4.54
3. Misc. Machine Operatives, Chemical & Allied Products	230	9.67
4. Cannery Workers	190	8.04
5. Semiskilled Packing, Inspecting Operatives	180	1.51
6. Semiskilled Textile Operatives	160	22.32
7. Meat Cutters, Butchers	150	30.58
8. Misc. Machine Operatives, Meat & Dairy Products	150	19.92
9. Fuel Pump Attendants, Lubricators	150	1.44
10. Chicken Cutters	110	38.60
11. Taxi Drivers	100	20.44

*All occupations (or occupational clusters) projected to decline by 100 or more workers were included in the above list of Largest Declining Occupations.

SOURCE: Maryland Occupational-Industrial Outlook - 1982
Occupational Employment Statistics Program
Maryland Department of Human Resources
Research and Analysis Division

For more detailed information on trends in employment by occupation and industry in Maryland and selected labor market areas, refer to Maryland Occupational-Industrial Outlook - 1982 and related supplements.

In order to assess current labor demand, planners may find it useful to examine the data on job orders compiled by the Maryland State Employment Service. The local Employment Service offices in Maryland received an estimated 67,027 nonagricultural job openings between October 1, 1979 and September 30, 1980. Over this period, the demand for white-collar workers (39.2 percent) was considerably greater than that for blue-collar workers (24.0 percent). Within the white-collar grouping, clerical openings were the most plentiful, at 24.0 percent. The need for blue-collar workers was most heavily concentrated within the structural work occupations (14.1 percent). Openings in service-oriented occupations accounted for 24.2 percent of all requests received during the reference period.

PERCENTAGE DISTRIBUTION BY OCCUPATION OF NONAGRICULTURAL OPENINGS RECEIVED BY THE MARYLAND STATE EMPLOYMENT SERVICE OCTOBER 1, 1979-SEPTEMBER 30, 1980

Occupational Category	Percent of Nonagricultural Openings Received
Total Openings	100.0
White-Collar Workers	39.2
Professional, Technical, & Managerial	9.1
Clerical	24.0
Sales	6.1
Blue-Collar Workers	24.0
Processing	2.0
Machine Trades	4.1
Benchwork	3.8
Structural Work	14.1
Service	24.2
Farming, Fishing, and Forestry	3.3
Miscellaneous	9.3

SOURCE: Employment Security Automated Reporting System (ESARS), Table 96
Maryland Department of Human Resources
Research and Analysis Division

In today's tight job market, it is surprising to find that quite a number of available jobs are remaining open. As of September 30, 1980, the MSES still had 9,748 jobs, or 14.5 percent of the total job orders received during the fiscal year, which had not yet been filled. Of import is the fact that a high 76.3 percent of these unfilled openings were termed as hard-to-fill (open 30 days or more).

When examined by major occupational groupings, a large number of the remaining positions were concentrated in the clerical/sales, services, and structural work occupational categories. Of these three groups, those jobs in clerical/sales proved the hardest to fill. It is worth noting that although the number of unfilled openings in farming/fishing/forestry was relatively low, a high 80.2 percent of the job orders were vacant for 30 days or more.

UNFILLED NONAGRICULTURAL JOB OPENINGS
BY FUNCTIONAL OCCUPATIONAL CATEGORY
STATE OF MARYLAND
AS OF SEPTEMBER 30, 1980

Occupational Category	Total	Open 30 Days or More (Hard to Fill)	Percent Hard to Fill
Professional, Technical, and Managerial	1,300	991	76.2
Clerical and Sales	3,064	2,533	82.7
Service	2,383	1,878	78.8
Farming, Fishing, and Forestry	202	162	80.2
Processing	88	52	59.1
Machine Trades	405	266	65.7
Benchwork	399	295	73.9
Structural Work	1,302	919	70.6
Miscellaneous	605	338	55.9
Total	9,748	7,434	76.3

SOURCE: Employment Security Automated Reporting System (ESARS), Table 96
Maryland Department of Human Resources
Research and Analysis Division

The following listing taken from the Employment Service data files details those occupations with 40 or more unfilled openings as of September 30, 1980. The bulk (44.7 percent) of the remaining positions were in white-collar occupations. Next in line were those in service occupations (at 24.4 percent), followed closely by unfilled openings in blue-collar occupations (at 22.6 percent). The remainder (8.3 percent) of the open positions were found in the farming/fishery/forestry and miscellaneous occupational classifications.

STATE OF MARYLAND
OCCUPATIONS WITH 40 OR MORE UNFILLED NONAGRICULTURAL OPENINGS
WITHIN THE STATE EMPLOYMENT SERVICE SYSTEM
SEPTEMBER 30, 1980

DOT CODE		OCCUPATION	Number of Unfilled Openings	Percent of Total
		TOTAL	9,748	100.0
	0-1	PROFESSIONAL, TECHNICAL AND MANAGERIAL OCCUPATIONS	1,300	13.3
003		Electrical/Electronic Engineering Occupations	158	
007		Mechanical Engineering Occupations	73	
012		Industrial Engineering Occupations	67	
020		Occupations in Mathematics	75	
075		Registered Nurses	59	
079		Occupations in Medicine and Health, n.e.c.	77	
099		Occupations in Education, n.e.c.	66	
169		Occupations in Administrative Specializations, n.e.c.	71	
189		Miscellaneous Managers and Officials, n.e.c.	94	
195		Occupations in Social and Welfare Work	64	
	2	CLERICAL AND SALES OCCUPATIONS	3,064	31.4
201		Secretaries	195	
203		Typists and Typewriting Machine Operators	449	
209		Stenography, Typing, Filing, and Related Occupations, n.e.c.	626	
211		Cashier and Tellers	143	
219		Computing and Account-Recording Occupations, n.e.c.	40	
222		Shipping, Receiving, Stock, and Related Clerical Occupations	68	
237		Information and Reception Clerks	51	
250		Sales Occupations, Real Estate and Insurance	248	
260		Sales Occupations, Agricultural and Food Products	75	
261		Sales Occupations, Textile Products, Apparel, and Notions	70	
262		Sales Occupations, Chemicals, Drugs, and Sundries	153	
270		Sales Occupations, Home Furniture, Furnishings, and Appliances	82	
275		Sales Occupations, Business and Commercial Equipment and Supplies	41	
279		Sales Occupations, Miscellaneous Commodities, n.e.c.	214	
290		Sales Clerks	43	
291		Vending and Door-to-Door Selling Occupations	45	
299		Miscellaneous Sales Occupations, n.e.c.	80	
	3	SERVICE OCCUPATIONS	2,383	24.4
301		Household and Related Work	154	
310		Hosts/Hostesses and Stewards/Stewardesses, Food and Beverages Service, except, Ship Stewards/Stewardesses	49	
311		Waiters, Waitresses, and Related Food Service Occupations	429	
313		Chefs and Cooks, Hotels and Restaurants	213	
317		Miscellaneous Food and Beverage Preparation Occupations	47	
318		Kitchen Workers, n.e.c.	146	
323		Housecleaners, Hotels, Restaurants, and Related Establishments	47	
355		Attendants, Hospitals, Morgues, and Related Health Services	174	
372		Security Guards and Correction Officers, except Crossing Tenders	310	
376		Police Officers and Detectives, except in Public Service	66	
381		Porters and Cleaners	320	
382		Janitors	125	
	4	AGRICULTURAL, FISHERY, FORESTRY, AND RELATED OCCUPATIONS	202	2.1
406		Gardening and Groundskeeping Occupations	112	
	5	PROCESSING OCCUPATIONS	88	0.9
529		Occupations in Processing of Food, Tobacco, and Related Products, n.e.c.	40	

STATE OF MARYLAND
OCCUPATIONS WITH 40 OR MORE UNFILLED NONAGRICULTURAL OPENINGS
WITHIN THE STATE EMPLOYMENT SERVICE SYSTEM
SEPTEMBER 30, 1980

DOT CODE		OCCUPATION	Number of Unfilled Openings	Percent of Total
	6	MACHINE TRADE OCCUPATIONS	405	4.2
600		Machinists and Related Occupations	47	
620		Motorized Vehicle and Engineering Equipment Mechanics & Repairers	126	
	7	BENCH WORK OCCUPATIONS	399	4.1
726		Occupations in Assembly and Repair of Electronic Components and Accessories, n.e.c.	73	
786		Sewing Machine Operators, Garment	45	
787		Sewing Machine Operators, Nongarment	78	
	8	STRUCTURAL WORK OCCUPATIONS	1,302	13.4
804		Tinsmiths, Coopersmiths, and Sheet Metal Workers	58	
806		Transportation Equipment Assemblers and Related Occupations	43	
824		Occupations in Assembly, Installation, & Repair of Lighting & Building Wiring, n.e.c.	92	
840		Construction and Maintenance Painters and Related Occupations	49	
860		Carpenters and Related Occupations	146	
862		Plumbers, Gas Fitters, Steam Fitters, and Related Occupations	66	
869		Miscellaneous Construction Occupations, n.e.c.	289	
899		Miscellaneous Structural Work Occupations, n.e.c.	152	
	9	MISCELLANEOUS OCCUPATIONS	605	6.2
905		Truck Drivers, Heavy	85	
906		Truck Drivers, Light	64	
913		Passenger Transportation Occupations, n.e.c.	85	
915		Attendants and Servicers, Parking Lots, and Automotive Service Facilities	69	
929		Packaging and Material Handling Occupations, n.e.c.	104	

Source: Employment Security Automated Reporting System (ESARS), Table 96
Department of Human Resources, Research and Analysis Division

The following list of permanent, full-time openings in the Maryland Job Bank reveals the industrial dispersion of employer's labor demand.

PERMANENT, FULL-TIME OPENINGS AVAILABLE AS OF DECEMBER 31, 1980
IN REPORTING DISTRICTS OF THE MARYLAND EMPLOYMENT SERVICE'S JOB BANK
BY SELECTED INDUSTRY GROUP

Industry	Openings Available	Percent of Total Openings Available
TOTAL OPENINGS, ALL INDUSTRIES	3,277	100.0
Total Agriculture, Forestry, and Fishing	46	1.4
Agricultural Production--Crops	5	
Agricultural Production--Livestock	27	
Agricultural Services	13	
Fishing, Hunting, and Trapping	1	
Total Mining	5	0.2
Mining & Quarrying of Nonmetal. Minerals, Exc. Fuel	5	
Total Construction	368	11.2
Bldg. Const.-Gen Contr. & Oper. Bldr.	120	
Construction Other Than Building-General Contractors	27	
Construction--Special Trade Contractors	221	
Total Manufacturing	497	15.2
Durable Goods	267	
Lumber and wood products, except furniture	19	
Furniture and fixtures	4	
Stone, clay, glass, and concrete products	13	
Primary metal industries	20	
Fabricated metal products, exc. machine & transp. equipment	46	
Machinery, except electrical	44	
Elec. and elec. mach., equip., and supplies	51	
Transportation equipment	30	
Instruments, optical goods, time pieces	24	
Miscellaneous manufacturing industries	16	
Nondurable Goods	230	
Food and kindred products	44	
Textile mill products	8	
Apparel and other finished products, fab.	55	
Paper and allied products	4	
Printing, publishing, and allied industries	46	
Chemicals and allied products	34	
Petroleum refining and related industries	1	
Rubber and miscellaneous plastics products	37	
Leather and leather products	1	
Total Transportation, Communication, Electric, Gas, Sanitary Services	102	3.1
Railroad Transportation	1	
Local Transit and Interurban Highway Transportation	7	
Motor Freight Transportation and Warehousing	36	
Water Transportation	7	
Transportation by Air	1	
Transportation Services	3	
Communication	17	
Electric, Gas, and Sanitary Services	30	

PERMANENT, FULL-TIME OPENINGS AVAILABLE AS OF DECEMBER 31, 1980
IN REPORTING DISTRICTS OF THE MARYLAND EMPLOYMENT SERVICE'S JOB BANK
BY SELECTED INDUSTRY GROUP

(continued)

Industry	Openings Available	Percent of Total Openings Available
Total Wholesale Trade	166	5.1
Wholesale Trade--Durable Goods	89	
Wholesale Trade--Nondurable Goods	77	
Total Retail Trade	461	14.1
Bldg. Material, Hardware, Garage Supplies, Mobile Home Dealers	12	
General Merchandise Stores	41	
Food Stores	37	
Automotive Dealers and Gas Service Stations	58	
Apparel and Accessory Stores	19	
Furniture, Home Furn. & Equipment Stores	24	
Eating and Drinking Places	223	
Miscellaneous Retail	47	
Total Finance, Insurance, and Real Estate	109	3.3
Banking	15	
Credit Agencies Other than Banks	12	
Sec. & Commod. Brk., Deal., Exchg., & Svcs.	13	
Insurance	32	
Insurance Agents, Brokers, and Service	6	
Real Estate	28	
Comb. Real Est., Ins., Loans, Law Offices	3	
Total Services	1,045	31.9
Hotels, Rooming Houses, Camps and Related	32	
Personal Services	44	
Business Services	324	
Automotive Repair, Services, & Garages	47	
Miscellaneous Repair Services	24	
Motion Pictures	4	
Amusement and Recreation Services, Exc. Movies	26	
Health Services	113	
Legal Services	5	
Educational Services	92	
Social Services	144	
Museums, Galleries, Botany Gardens, Zoos	1	
Membership Organizations	55	
Private Households	38	
Miscellaneous Services	96	
Total Public Administration	478	14.6
Executive, Legislative, and General Government, Exc. Finance	363	
Justice, Public Order, and Safety	9	
Administration of Human Resources Programs	65	
Administration of Envir. Qual. & Housing Programs	29	
Administration of Economic Programs	8	
National Security and International Affairs	4	

SOURCE: Labor Market Information Analytical Table Services, Job Search Information Unit
Maryland Department of Human Resources, Employment Security Administration

Supply-Demand Relationship

In order to isolate areas of relative labor surplus or skill shortage, it is necessary to develop and analyze the supply/demand ratios for the various occupational groups. During the period covering October 1, 1979 through September 30, 1980, there were 252,597 applicants registered with--and only 67,027 nonagricultural job orders received by--the local ES offices throughout Maryland. Thus, labor supply exceeded demand by 3.8 to 1.

Each of the major occupational groupings listed more applicants than openings during the fiscal year, with noticeable imbalances in professional/technical/managerial and processing occupations. Supply/demand ratios in these classifications measured 4.9 to 1 and 4.8 to 1, respectively. Labor surpluses were also high in machine trade occupations (where supply exceeded demand by 4.2 to 1) and miscellaneous occupations (where applicants outnumbered openings by 4.1 to 1).

The gap between labor supply and demand continued to widen as the fiscal year came to an end. As of September 30, 1980, an estimated 97,611 active applicants found themselves competing for just 9,748 remaining positions. The resulting supply/demand ratio was 10.0 to 1. Supply/demand ratios rose above previous levels in every occupational group. Labor surpluses rose significantly in processing occupations (from 4.8 to 1 - 29.8 to 1), machine trade occupations (from 4.2 to 1 - 11.3 to 1), benchwork occupations (from 3.8 to 1 - 10.2 to 1), and miscellaneous occupations (from 4.1 to 1 - 16.5 to 1).

MAJOR OCCUPATIONAL GROUPS
STATE OF MARYLAND
FY 1979-1980

OCCUPATION	TOTAL REGISTERED APPLICANTS ACTIVE ANYTIME THIS FY	TOTAL NONAGRICULTURAL OPENINGS RECEIVED	RATIO	ACTIVE FILE TOTAL APPLICANTS	UNFILLED OPENINGS	RATIO
Total	252,597	67,027	3.8:1	97,611	9,748	10.0:1
Professional, Technical and Managerial	29,855	6,094	4.9:1	10,955	1,300	8.4:1
Clerical and Sales	58,844	20,200	2.9:1	22,076	3,064	7.2:1
Services	40,702	16,245	2.5:1	17,401	2,383	7.3:1
Agriculture, Forestry and Fisheries	3,601	2,227	1.6:1	1,090	202	5.4:1
Processing	6,614	1,383	4.8:1	2,618	88	29.8:1
Machine Trades	11,493	2,745	4.2:1	4,594	405	11.3:1
Benchwork	9,477	2,523	3.8:1	4,087	399	10.2:1
Structural Work	33,449	9,431	3.6:1	12,513	1,302	9.6:1
Miscellaneous	25,383	6,179	4.1:1	9,969	605	16.5:1
X-Entry	33,170	0	-	12,308	0	-

Source: Employment Security Automated Reporting System (ESARS), Table 96
Maryland Department of Human Resources, Research and Analysis Division

VIII. ESTIMATE OF NEED FOR MANPOWER SERVICES

A. OVERVIEW OF THE UNIVERSE OF NEED

Through fiscal year 1982, an estimated 438,094 Maryland residents are expected to need some form of employment-related assistance. Persons included in this impact group are variously categorized as economically disadvantaged adults, unemployed, underemployed, welfare recipients, and Vietnam Era Veterans. Other special emphasis target groups requiring assistance to upgrade their employability include youth, older persons, ex-offenders, and handicapped jobseekers.

In Maryland, outreach agencies such as the Maryland State Employment Service and CETA have attempted to expand their programs and services to meet the differing needs of these various target groups. It is anticipated that through fiscal year 1982, a more concentrated delivery of manpower services, such as testing, counseling, supportive services, job referral, and ultimately, job placement, will be the goal of manpower planners interested in serving those persons most in need.

STATE OF MARYLAND
ESTIMATE OF NEED OF MANPOWER SERVICES
PLAN OF SERVICE PROFILE-FY 1982

	Annual Average No. of Individuals
Persons Estimated to Need Manpower Services	438,094
Target Groups	
Economically Disadvantaged (family income below poverty)[1]	113,869
Unemployed	148,766
Long-Term Unemployed (15 weeks or more)	33,573
Employed Part-Time for Economic Reasons	96,359
Welfare Recipients[2]	217,322
Youth (aged 16-24)	761,866
Older Persons (aged 45 and over)	1,270,984
Vietnam Era Veterans (as of 9/30/80)[3]	197,000
Handicapped (as of the 1970 census count)[4]	128,779
Ex-Offenders (12/31/80)[5]	49,294
Labor Market Statistics	
Population (aged 16 or more)	3,286,215
Labor Force	2,220,387
Labor Force Participation Rate	67.6
Employment	2,071,621
Unemployment	148,766
Unemployment Rate	6.7

[1]Excludes children.

[2]Counted are recipients of Aid to Families with Dependent Children, Public Assistance to Families with Dependent Children, General Public Assistance, or General Public Assistance to Employables.

[3]From "Veteran Population--September 1980," Veterans Administration.

[4]From 1970 Census, U.S. Department of Commerce. The count includes disabled persons aged 16-64 who were employed, unemployed, or not in the labor force but able to work.

[5]From the Division of Parole and Probation, Maryland Department of Public Safety and Correctional Services. The count includes persons on parole or probation as of 12/31/80.

Source: Maryland Department of Human Resources
Research and Analysis Division

B. CHARACTERISTICS OF PERSONS NEEDING MANPOWER SERVICES

1. General Characteristics

Characteristics of applicants for state employment services are generally useful in identifying all persons projected as needing manpower services. For the period of October 1, 1979 to September 30, 1980, a general overall analysis along racial, sexual, and age breakouts revealed that 40.2 percent of the ES registrants were minority group members, 48.9 percent of all applicants were female, and more than one-half (58.7 percent) of the clients were found to be under 30 years of age. Older applicants (aged 45 and over) comprised just 14.1 percent of the total.

The bulk (92.1 percent) of the registrants during the period were unemployed, yet a much lower 53.3 percent of the applicants were recipients of unemployment benefits. As for other characteristics, 38.1 percent of all intake persons were economically disadvantaged and 18.8 percent were receiving subsidies through public assistance programs. Approximately 68.8 percent of the jobseekers resided in urban areas. Veterans accounted for 10.9 percent of all clients, with 5.8 percent of this total represented by Vietnam Era veterans. Handicapped persons comprised 5.4 percent of the applicant profile over the period. As for educational attainment, 38.7 percent of the applicants lacked a high school diploma.

STATE OF MARYLAND
CHARACTERISTICS OF APPLICANTS AT STATE EMPLOYMENT SERVICE OFFICES
REGISTERED DURING FISCAL YEAR 1980

	Percent of Total
Total Applicants Available During the Period	100.0
Age	
Under 20	14.0
20-21	10.6
22-24	15.4
25-29	18.7
30-39	21.4
40-44	5.8
45-54	8.3
55-64	4.7
65 and Over	1.1
Sex	
Male	51.1
Female	48.9
Race	
White (Not Hispanic)	57.8
Nonwhite (Not Hispanic)	40.2
Other	2.0
Employment Status	
Full-Time Employed	4.6
Part-Time Employed	3.3
Not Working	92.1
Economically Disadvantaged	38.1
Welfare Recipient	18.8
UI Claimant	53.3
Residence	
Urban	68.8
Rural	31.2
Veteran	10.9
Recently Separated	4.4
Disabled	0.7
Vietnam Era	5.8
Handicapped	5.4
Highest Grade Completed	
0-7	4.4
8-11	34.3
12	43.4
Over 12	17.9

Source: Maryland Department of Human Resources
Research and Analysis Division
Employment Security Automated Reporting System, Table 6

2. Characteristics of the Economically Disadvantaged

The U. S. Office of Management and Budget defines an economically disadvantaged person as someone who:

1. is a member of a family which receives cash welfare payments under federal, state, or local welfare programs:

or

2. is a member of a family with the total family income which, in relation to family size, (1) does not exceed the poverty level determined in accordance with criteria established by OMB or (2) is 70 percent of the lower living standard income level, whichever is higher.

The OMB Poverty Income Guidelines are:

Size of Family Unit	Nonfarm Family	Farm Family
1	$4,310	$3,680
2	5,690	4,850
3	7,070	6,020
4	8,450	7,190
5	9,830	8,360
6	11,210	9,530

For family units with more than six members, add $1,380 for each additional member in nonfarm family and $1,170 for each additional member in a farm family.

or

3. is a foster child on behalf of whom state or local government payments are made.

During fiscal year 1982, an estimated 113,869 economically disadvantaged adults will reside in Maryland. Nonwhites will constitute well over one-half (67.3 percent) of this targeted population.

Information compiled by the Employment Security Automated Reporting System (ESARS) on the characteristics of economically disadvantaged applicants for the state's Employment Services provides planners with a useful indicator in developing job assistance or manpower service programs for the general disadvantaged population.

During the period from October 1, 1979 through September 30, 1980, 105,704 economically disadvantaged persons sought out the services provided by the MSES. Characteristics by sex, race, and age group revealed that applicant representation was more heavily concentrated among females (58.1 percent), nonwhites (59.7 percent), and persons between 25 and 39 years of age (42.6 percent).

With education a major key in determining a person's employability, it is discouraging to note that more than one-half (53.1 percent) of the applicants had not pursued their education past the 11th grade level.

Since most of the economically disadvantaged fail to earn sufficient wage credits to qualify for unemployment benefits, it is not surprising that only 39.0 percent of the applicants were UI claimants. This is especially disturbing in light of the fact that the bulk (92.5 percent) of the disadvantaged applicants were jobless. During the reference period, slightly over one-half (50.3 percent) of those registered were receiving some form of public assistance.

As for other characteristics of the disadvantaged, the majority (78.1 percent) resided in urban areas. A little over 6.0 percent of the clients were handicapped. Finally, 8.7 percent of the applicants were veterans; recently separated and Vietnam Era veterans maintained equal representation (4.1 percent).

STATE OF MARYLAND
CHARACTERISTICS OF ECONOMICALLY DISADVANTAGED APPLICANTS
AT STATE EMPLOYMENT SERVICE OFFICES
10/1/79-9/30/80

	Percent of Total
Total Applicants Available During the Period	100.0
Age	
Under 20	16.6
20-21	9.9
22-24	14.1
25-29	18.8
30-39	23.8
40-44	6.0
45-54	7.3
55-64	2.8
65 and Over	0.7
Sex	
Male	41.9
Female	58.1
Race	
White (Not Hispanic)	38.2
Nonwhite (Not Hispanic)	59.7
Other	2.1
Employment Status	
Full-Time Employed	3.6
Part-Time Employed	3.9
Not Working	92.5
Economically Disadvantaged	100.0
Welfare Recipient	50.3
UI Claimant	39.0
Residence	
Urban	78.1
Rural	21.9
Veteran	8.7
Recently Separated	4.1
Disabled	0.5
Vietnam Era	4.1
Handicapped	6.1
Highest Grade Completed	
0-7	6.0
8-11	47.1
12	36.2
Over 12	10.7

Source: Maryland Department of Human Resources
Research and Analysis Division
Employment Security Automated Reporting System, Table 6B

3. Characteristics of Selected Target Groups

In the interest of providing the most comprehensive programs, employment and training agencies target their services to a variety of population groups. In addition to being unemployed, underemployed, or not in the labor force at all, persons in these selected groups encounter particular problems in obtaining suitable employment even in the best of times. These groups, which are not always mutually exclusive, include:

Economically Disadvantaged Persons

Economically disadvantaged persons usually make up the hard core of persons needing manpower services because it is felt that they are the least prepared to obtain employment without special assistance. The large number of Maryland residents included in this group only serves to highlight their need for special assistance. During fiscal year 1982, an estimated 113,869 adults, or 3.5 percent of the state's 16+ population, will be classified as economically disadvantaged according to the federal poverty guidelines. Within this group, nonwhites will outnumber whites by a ratio of 2.1 to 1.

Employed Part-Time for Economic Reasons

During fiscal year 1982, persons employed part-time for economic reasons are expected to number 96,359. These persons, who are often forced to work part-time because of the unavailability of full-time employment or production cutbacks, are of interest to manpower planners because they represent the underemployed work force. During the fiscal year, the vast majority (67.2 percent) of the underemployed are expected to be white. Female representation within this group will be slightly higher (57.8 percent) than that for males.

Welfare Recipients

Of the total number of Maryland residents who may need employment assistance during fiscal year 1982, an estimated 217,322 will be receiving assistance through welfare programs. Adult welfare recipients are expected to number 70,195, or 32.3 percent of the total group.

Youth

Given the inelastic labor market situation, youth, who often lack the necessary job readiness capabilities, pose a particular problem for manpower planners. In fiscal year 1982, Maryland youths aged 16 to 24 will number 761,866. Of this total, an estimated 337,196, or 44.3 percent, will fall into the 16 to 19 age bracket. A projected 553,260

young people will be in the labor force, for a labor force participation rate of 72.6 percent. Labor force participation will be much higher (81.3 percent) for those aged 20 to 24 than for the teen group (61.6 percent). Owing to their lack of prior work experience, unemployment among teens is expected to reach 21.5 percent. This rate will more than double the projected rate for older youths (10.6 percent).

As a rule, high school dropouts experience greater difficulty in obtaining employment than do graduates. Therefore, it is discouraging to note that the dropout rate for students in grades 7-12 rose from 4.8 per 100 students in 1979 to 5.2 per 100 students in 1980. During the 1980 school year, the dropout rate for males was 6.1 percent per 100 students. Males were more apt to discontinue their education than were females, whose dropout rate was a much lower 4.4 per 100 students.

Older Persons

Maryland's older population (45 and over), which is expected to number 1,270,984 in fiscal year 1982, has been singled out as an important target group included among those needing manpower services. During the fiscal year, an estimated 629,582 older persons will be in the labor force, generating an overall participation rate of 49.5 percent. Labor force participation will be higher (65.5 percent) for the 45-64 year old group than for the 65 and over group, whose participation rate is forecast at 14.9 percent. However, proposed changes in Social Security eligibility and benefit schedules could impact upon the future participation of those persons who would normally have considered retirement at age 65. The rate of unemployment among older workers will range from a low of 3.1 percent for the 45-64 year old group to a slightly higher 4.7 percent for workers aged 65 and over.

Veterans

As of September 30, 1980, the Veteran's Administration reported that 629,000 veterans were living in Maryland. Of this total, 31.3 percent, or 197,000 persons, served during the Vietnam Era. Veterans, especially those of the Vietnam Era, have often found it difficult to readjust to civilian life. For this reason, various government agencies have expanded their outreach to the veteran population. To illustrate, the Maryland State Employment Service employs representatives whose sole responsibility is to assist veteran applicants.

Handicapped

Although current statistics on Maryland's disabled population are not readily available, 1970 census figures show that there were 128,779 handicapped persons (aged 16-64) residing in Maryland. Disabled persons who were able to work numbered 98,973 as of the census count. Of these, 72.0 percent were employed and 4.9 percent were unemployed. A significant, and at the same time disturbing, fact is that 23.1 percent of this population were able to work but were not active in the labor force.

Ex-Offenders

Another group in need of assistance to overcome existing employment barriers includes those persons on parole or probation. Maryland's ex-offender population totaled 49,294 as of December 31, 1980. By far, the majority of ex-offenders were male (86.0 percent) and between the ages of 18 and 30 (63.6 percent).

STATE OF MARYLAND
FY 1982 ANNUAL AVERAGES

NUMBER OF ECONOMICALLY DISADVANTAGED PERSONS
(family income less than the poverty level)

Total	113,869
Adults	113,869
White	37,184
Nonwhite	76,685

NUMBER OF PERSONS RECEIVING WELFARE BENEFITS[2]

Total	217,322
Adult	70,195
Children[1]	147,127

EMPLOYED PART-TIME FOR ECONOMIC REASONS

Race	Male	Female	Total
White	28,375	36,406	64,781
Nonwhite	12,252	19,326	31,578
Total	40,627	55,732	96,359

[1]Children: This category includes persons under 16 and also persons aged 16 to 21 who are attending school or participating in a work study program.

[2]Welfare Recipient: Recipients of Aid to Families With Dependent Children, Public Assistance to Families With Dependent Children, General Public Assistance, or General Public Assistance to Employables.

SOURCE: Maryland Department of Human Resources
Research and Analysis Division

STATE OF MARYLAND
SUMMARY CHARACTERISTICS OF THE YOUTH POPULATION
FY 1982

Age/Race/Sex	Total	16-19	20-24
TOTAL	761,866	337,196	424,670
White Males	282,819	122,646	160,173
White Females	273,537	121,100	152,437
Nonwhite Males	96,186	48,020	48,166
Nonwhite Females	109,324	45,430	63,894

Labor Force Status	Total	16-19	20-24
In the Labor Force	553,260	207,841	345,419
Labor Force Participation Rate	72.6	61.6	81.3
Employed	471,751	163,077	308,674
Unemployed	81,509	44,764	36,745
Unemployment Rate	14.7	21.5	10.6
Not in the Labor Force	208,606	129,355	79,251

DROPOUT RATES
(for students in grades 7-12, school year 1980)[1]

Total	5.2	per 100
Male	6.1	
Female	4.4	

[1]From enrollment and dropout data provided by the Maryland State Department of Education.

SOURCE: Maryland Department of Human Resources
Research and Analysis Division

STATE OF MARYLAND

SUMMARY CHARACTERISTICS OF OLDER PERSONS IN THE POPULATION
FY 1982

Age/Race/Sex	Total	45-49	50-54	55-59	60-64	65 and Over
TOTAL	1,270,984	218,969	232,865	228,884	189,732	400,534
White Males	449,910	79,688	87,736	85,115	71,454	125,917
White Females	583,457	88,213	98,550	102,885	86,489	207,320
Nonwhite Males	107,963	23,424	22,102	19,355	14,767	28,315
Nonwhite Females	129,654	27,644	24,477	21,529	17,022	38,982

Labor Force Status	Total	45-64	65 and Over
In the Labor Force	629,582	569,882	59,700
Labor Force Participation Rate	49.5	65.5	14.9
Employed	609,262	552,372	56,890
Unemployed	20,320	17,510	2,810
Unemployment Rate	3.2	3.1	4.7
Not in the Labor Force	641,402	300,568	340,834

SOURCE: Maryland Department of Human Resources
Research and Analysis Division

STATE OF MARYLAND

DISABLED POPULATION 16-64 YEARS OLD BY RACE, SEX, AND EMPLOYMENT STATUS
1970

Race	Employed		Unemployed		Not in the Labor Force But Able to Work	
	Male	Female	Male	Female	Male	Female
White	55,385	19,176	3,021	1,578	5,369	17,965
Nonwhite	11,199	6,795	1,028	791	1,526	4,946
Total	66,584	25,971	4,049	2,369	6,895	22,911

SOURCE: 1970 Census, U. S. Department of Commerce

CHARACTERISTICS OF PERSONS ON PAROLE OR PROBATION
DECEMBER 31, 1980

Race/Sex	Parole				Probation			
	Under 18	18-30	Over 30	Total	Under 18	18-30	Over 30	Total
Total	15	4,028	2,643	6,686	139	27,319	15,150	42,608
White Males	0	1,216	717	1,933	54	13,454	6,402	19,910
White Females	0	46	36	82	4	1,826	1,027	2,857
Nonwhite Males	15	2,637	1,803	4,455	74	9,680	6,359	16,113
Nonwhite Females	0	129	87	216	7	2,359	1,362	3,728

SOURCE: Maryland Department of Public Safety and Correctional Services
Division of Parole and Probation

C. POTENTIAL BARRIERS TO EMPLOYMENT

Since the onset of the recession, unemployment in Maryland has remained persistently high. Production cutbacks, layoffs, and slackened consumer demand have all had an adverse effect upon Maryland's job market. The major manpower problem, in accordance with the general economic slowdown, is the oversupply of professional, skilled ex-jobholders competing for available openings with the lesser-skilled jobseeker. Currently, the employment market is geared toward the selection and hiring of the better qualified applicant. With the substantial numbers of job-ready individuals in the labor pool, it is basically an employers' market. Therefore, it is not improbable that certain jobseekers, especially those characterized as economically disadvantaged, will encounter more problems than others in their job search.

The barriers to employment having impact on the economically disadvantaged cluster around both the supply and demand conditions in the labor market. On the demand side, employers are interested in applicants who have an adequate education, special skills and training, and a prior employment background. On the supply side, the applicant himself is often hampered by problems such as lack of accessible transportation, family responsibilities, health care problems, and inadequate communication skills. Other factors that could be definite barriers to employment would be race, sex, age, and cultural differences.

While the above mentioned employment barriers are not exclusive to the economically disadvantaged applicant, they only serve to intensify the plight of the disadvantaged applicant forced to compete with the more qualified jobseeker in today's tight job market. Indeed, manpower planners face a difficult task in developing successful, comprehensive training programs during the upcoming fiscal year.

IX. METHODOLOGIES

Population

1970	Census count of total population except for Western Maryland. For that area, the count is of the civilian noninstitutional population, with persons in group quarters subtracted because of the relatively large inmate population.
FY 1982	The state and all prime sponsor areas' projections were made using the Lawrence Berkeley Laboratory model using local input of population, unemployment, and labor force participation rates. Western Maryland's population was adjusted to exclude the inmate population.

Labor Force

1970	Census count of the total civilian labor force for each area.
FY 1982	State of Maryland - Linear projection. Prime Sponsor Areas - distributed the total projected for the state based on the labor force distribution under the new procedure for estimating current labor market statistics.

Employment

1970	Census count of civilian employment in each area.
FY 1982	State of Maryland and Prime Sponsor Areas - subtracted the projected unemployment from the projected labor force.

Unemployment

1970	Census count of unemployment in each area.
FY 1982	State of Maryland and Prime Sponsor Areas - projected unemployment rates. Forecast the unemployment rate in each area based on the relative levels under the new estimating procedure and the actual levels of the 1980 annual average unemployment rate.

Summary Tables on Youth and Older Persons

Used the projected population, labor force, employment, and unemployment. For dropout rates, obtained information from the Maryland Department of Education on enrollment and dropouts in grades 7 through 12 during school year 1980.

Employed Part-Time for Economic Reasons

Used the methodology suggested by the U. S. Department of Labor. Inputs were employment projected for an area and national data on persons employed part-time for economic reasons.

Number of Different Persons Unemployed During the Year

Used the methodology suggested by the U. S. Department of Labor. Inputs were an area's projected unemployment volume and rate, as well as national information on the number of different persons unemployed.

Long-Term Unemployed

Used the methodology suggested by the U. S. Department of Labor, checked with local information on long-term claimants for unemployment insurance. Inputs were an area's projected unemployment rate and labor force.

Vietnam-Era Veterans

Total and Disabled Unemployed Vietnam-Era Veterans Under Age 27 in the State of Maryland as of 1980.

Veteran Population as of September 1980 - from "The County Veteran Population-September 1980 published by the Veterans Administration.

Welfare Recipients

State of Maryland - projected welfare recipients were based on administrative data using a linear regression.

Areas - distributed the state's projected total and child welfare recipients based on past distributions according to the "Statistical Report" of the Social Services Administration, Maryland Department of Human Resources.

Handicapped

From 1970 census information on disabled persons aged 16 to 64 by race, sex, employment status, and residence.

Ex-Offenders

From information of the Division of Parole and Probation, Maryland Department of Public Safety and Correctional Services, on each county's population of persons on parole or probation as of December 31, 1980.

Economically Disadvantaged

Projected on the basis of census and updated regional information on poor persons, and FY 1982 population projections.

Universe of Need

Obtained by summing the projected total unemployment, projected economically disadvantaged adults, census count of disabled persons aged 16 to 64 not in the labor force but able to work, persons on parole or probation as of December 31, 1980, and projected persons employed part-time for economic reasons.

Program Data Overviews and Data Concept Matrix

It should be mentioned that certain groups of statistics in this Annual Planning Information Report (APIR) may seem inconsistent with the figures appearing elsewhere in the report or in other publications of the Research and Analysis Division. In many cases, this is due to the particular assumptions, methodologies and informational bases that are used to produce the conceptually distinct sets of statistics. Consequently, the data included in this APIR and the analyses derived therefrom, may vary from other published sources of information available from the Research and Analysis Division. The data variations resulting from conceptual distinctions are highlighted by the following program data overviews and data concept matrix.

Local Area Unemployment Statistics (LAUS)

Local area unemployment statistics are produced by a composite method using:

- employment (covered by unemployment insurance and non-covered)
- persons receiving unemployment insurance benefits
- estimates of unemployed job seekers not receiving insurance benefits
- Current Population Survey (CPS) - a monthly stratified sample survey conducted by the Census Bureau.

Estimates of employment and unemployment are made for state and labor market areas by:

A. adding estimates of covered employment to estimates of non-covered employment
B. adding the number of persons receiving unemployment insurance benefits to the number of persons who, though not receiving unemployment insurance benefits, are unemployed and looking for work
C. proportionately adjusting employment and unemployment statistics derived from A and B above for the areas to collectively equal state CPS estimates.

Statistics developed through the above procedures are single counts of all persons on the basis of where they live. The figures are point estimates as of the week of the month including the 12th.

Nonagricultural Payroll Employment (CES)

Current data on nonagricultural payroll employment are derived from a monthly survey of employers throughout the state, representative by activity, size, and location. Based on information provided by sample firms, estimates are made monthly for total employment in each major industry grouping. At the end of each year, the estimates are adjusted according to employment data provided quarterly by all employers covered under the State Unemployment Insurance Law. Those data are reported in the ES-202 report, which has a time lag of approximately six months.

The definition of nonagricultural payroll employment in quite specific. The employment represents the number of jobs, not the number of persons with jobs. So if a person has two jobs, he would be counted twice. The estimates are for a specific time period--the week of the month which includes the 12th. By definition, only nonagricultural employment is included. This is wage and salary employment; therefore, self-employed persons and unpaid workers are not counted. Employment covered by the State Unemployment Insurance is included, as well as non-covered workers, i.e. railroad workers, federal employees, and employees of religious schools and institutions. A job is counted if any work is done during the survey week, whether the job is full-time or part-time. Persons on paid vacation are counted but not those on unpaid vacation, strike, or layoff. Since the data are provided by employers, a person is counted where he works, not where he lives.

Employment and Payrolls (ES-202)

Employment figures extracted from the Maryland ES-202 Program represent counts of employees on payrolls subject to the Unemployment Insurance Law of Maryland. For the purposes of this report, only those employees who earned wages during the pay period including the 12th of the month are counted. Since employer files are used to generate the data, all employment levels measure place of work as opposed to the place of residence concept used by the Census and other household surveys. Since the place of work measure counts jobs, persons are counted in as many jobs as they might hold. Thus, the place of work measure tends to be higher than place of residence.

Occupational Employment Statistics (OES)

Projected 1985 employment data produced as part of the Maryland Occupational Employment Statistics (OES) Program, has certain limitations. Specifically, they are:

1. The occupational patterns used in the project were derived using 1970 Census data as a base. (Subsequent data will use a more current information base.)

2. Industry employment projections were based on nonagricultural wage and salary employment and covered employment data adjusted to place of residence. Employment levels are based on one person - one job, excluding moonlighters. All employed persons are accounted for.

3. Government workers involved in activities unique to government were classified in the public administration sector while other government workers were classified in their appropriate industry category along with private workers.

4. The employment figures represent filled openings or satisfied demand. Supply of workers is not measured by this program. Therefore, the job openings are not inherent employment opportunities. Job openings data must be examined against the best available evidence of supply in order to assess employment opportunities.

Projections Model (Lawrence Berkeley Laboratory)

Fiscal year 1982 characteristics of the population by age, race, and sex were developed by this model using census data adjusted by the most recent national survival rates, and area migration rates to arrive at current population and subsequently projected to the fiscal year.

Fiscal year 1982 characteristics of the labor force were developed by this model using 1970 census labor force participation rate, adjusted to the CPS annual average, and further adjusted by the change in the labor force participation rate between 1970-1978. This labor force participation rate was then multiplied by the area 1982 population to arrive at the number in the labor force for fiscal year 1982.

DATA CONCEPT MATRIX

	Measures Jobs	Measures People	Total	Only Covered by UI Law	Only Non-agricultural Wage and Salary	Includes Self-Employed/ Unemployed	Includes Agricultural	Includes Domestics	Includes Unpaid Family Workers
EMPLOYMENT									
LAUS	No	Yes	Yes	No	No	Yes	Yes	Yes	Yes
CURRENT EMPLOYMENT STATISTICS (790)	Yes	No	No	No	Yes	No	No	No	No
EMPLOYMENT AND PAYROLLS (ES-202)	Yes	No	No	Yes	No	No	Yes*	Yes**	No
OCCUPATIONAL EMPLOYMENT STATISTICS (OES)	No	Yes	Yes	No	No	Yes	Yes	Yes	Yes
UNEMPLOYMENT									
LAUS	No	Yes	Yes	No	No	Yes	Yes	Yes	Yes
PROJECTIONS MODEL									
POPULATION/LABOR FORCE	No	Yes	Yes	No	No	Yes	Yes	Yes	Yes

*Includes agricultural labor for employers with at least 10 workers for 20 weeks of the year or who paid $20,000 or more in wages in any calendar quarter.
**Includes domestic workers of employers who paid $1,000 or more in any calendar quarter.

X. APPENDIX OF TABLES

Maryland Department of Human Resources
Employment Security Administration
Research and Analysis Division
1100 North Eutaw Street
Baltimore, Maryland 21201

LABOR FORCE, EMPLOYMENT, AND UNEMPLOYMENT
BY PLACE OF RESIDENCE

STATE OF MARYLAND
1974-1980

ITEM	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.	Annual Averages
1980													
Labor Force	2,087,619	2,094,397	2,117,568	2,132,084	2,153,646	2,169,260	2,173,413	2,141,788	2,119,231	2,130,004	2,132,989	2,144,000	2,133,000
Employment	1,945,607	1,954,184	1,981,545	2,003,239	2,023,563	2,018,718	2,023,905	2,000,718	1,987,234	1,999,148	2,002,520	2,011,619	1,996,000
Unemployment	142,012	140,213	136,023	128,845	130,083	150,542	149,508	141,070	131,997	130,856	130,469	132,381	137,000
Rate	6.8	6.7	6.4	6.0	6.0	6.9	6.9	6.6	6.2	6.1	6.1	6.2	6.4
1979													
Labor Force	2,029,376	2,037,111	2,048,510	2,070,547	2,094,216	2,150,787	2,129,840	2,095,651	2,099,697	2,097,483	2,111,403	2,139,379	2,092,000
Employment	1,897,176	1,894,140	1,927,447	1,956,694	1,984,120	2,022,349	2,001,896	1,969,162	1,986,182	1,982,585	1,990,936	2,003,313	1,968,000
Unemployment	132,200	142,971	121,063	113,853	110,096	128,438	127,944	126,489	113,515	114,898	120,467	136,066	124,000
Rate	6.5	7.0	5.9	5.5	5.3	6.0	6.0	6.0	5.4	5.5	5.7	6.4	5.9
1978													
Labor Force	1,938,884	1,946,675	1,974,469	2,011,958	2,035,335	2,084,303	2,079,452	2,059,518	2,041,667	2,053,154	2,068,955	2,101,629	2,032,000
Employment	1,816,350	1,819,682	1,854,059	1,905,811	1,932,047	1,962,000	1,960,407	1,954,040	1,944,722	1,950,856	1,957,430	1,970,597	1,919,000
Unemployment	122,534	126,993	120,410	106,147	103,288	122,303	119,045	105,478	96,945	102,298	111,525	131,032	114,000
Rate	6.3	6.5	6.1	5,3	5.1	5.9	5.7	5.1	4.7	5.0	5.4	6.2	5.6
1977													
Labor Force	1,871,889	1,895,666	1,916,751	1,921,191	1,947,790	1,975,285	1,969,071	1,955,963	1,950,383	1,956,783	1,969,972	1,997,258	1,944,000
Employment	1,744,314	1,750,208	1,787,984	1,808,627	1,838,243	1,861,372	1,854,110	1,846,524	1,847,861	1,843,031	1,855,645	1,874,082	1,826,000
Unemployment	127,575	145,458	128,767	112,564	109,547	113,913	114,961	109,439	102,522	113,752	114,327	123,176	118,000
Rate	6.8	7.7	6.7	5.9	5.6	5.8	5.8	5.6	5.3	5.8	5.8	6.2	6.1
1976													
Labor Force	1,840,553	1,835,125	1,849,432	1,864,209	1,866,396	1,884,977	1,945,290	1,917,335	1,913,013	1,907,150	1,925,855	1,930,665	1,891,000
Employment	1,713,262	1,717,869	1,733,550	1,750,260	1,772,977	1,787,097	1,802,303	1,781,955	1,776,131	1,771,438	1,773,536	1,775,623	1,763,000
Unemployment	127,291	117,256	115,882	113,949	93,419	97,880	142,987	135,380	136,882	135,712	152,319	155,042	127,000
Rate	6.9	6.4	6.3	6.1	5.0	5.2	7.4	7.1	7.2	7.1	7.9	8.0	6.8
1975													
Labor Force	1,806,064	1,796,782	1,832,279	1,832,629	1,851,047	1,881,657	1,876,402	1,863,181	1,856,612	1,861,629	1,873,133	1,868,586	1,849,000
Employment	1,678,632	1,675,768	1,703,258	1,701,182	1,718,403	1,739,957	1,741,421	1,734,391	1,727,013	1,742,234	1,749,963	1,751,777	1,722,000
Unemployment	127,432	121,014	129,021	131,447	132,644	141,700	134,981	128,790	129,599	119,395	123,170	116,809	128,000
Rate	7.1	6.7	7.0	7.2	7.2	7.5	7.2	6.9	7.0	6.4	6.6	6.3	6.9
1974													
Labor Force	1,749,986	1,746,624	1,766,272	1,778,818	1,789,387	1,825,748	1,820,246	1,800,708	1,802,106	1,814,942	1,825,587	1,819,575	1,795,000
Employment	1,663,338	1,665,262	1,684,838	1,703,915	1,722,787	1,741,270	1,734,433	1,720,595	1,721,758	1,730,907	1,731,510	1,711,387	1,711,000
Unemployment	86,648	81,362	81,434	74,903	66,600	84,478	85,813	80,113	80,348	84,035	94,077	108,188	84,000
Rate	5.0	4.7	4.6	4.2	3.7	4.6	4.7	4.4	4.5	4.6	5.2	5.9	4.7

March, 1981

Maryland Department of Human Resources
Employment Security Administration
Research and Analysis Division
1100 North Eutaw Street
Baltimore, Maryland 21201

LABOR FORCE, EMPLOYMENT, AND UNEMPLOYMENT
BY PLACE OF RESIDENCE

STATE OF MARYLAND
1970-1973

ITEM	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.	
1973													
Labor Force	1,701,446	1,703,088	1,723,491	1,729,570	1,744,960	1,784,706	1,782,095	1,763,058	1,759,183	1,761,583	1,758,138	1,788,680	1,751,000
Employment	1,622,413	1,626,478	1,649,407	1,662,125	1,679,045	1,706,168	1,702,431	1,695,960	1,694,776	1,696,944	1,695,152	1,717,099	1,679,000
Unemployment	79,033	76,610	74,084	67,445	65,915	78,538	79,664	67,098	64,407	64,639	62,986	71,581	71,000
Rate	4.6	4.5	4.3	3.9	3.8	4.4	4.5	3.8	3.7	3.7	3.6	4.0	4.1
1972													
Labor Force	1,663,505	1,668,870	1,682,425	1,691,410	1,708,252	1,738,931	1,739,731	1,729,179	1,717,758	1,721,758	1,723,552	1,734,628	1,710,000
Employment	1,573,874	1,577,446	1,595,735	1,613,286	1,633,772	1,649,884	1,648,322	1,650,036	1,643,908	1,650,854	1,651,433	1,659,450	1,629,000
Unemployment	89,631	91,424	86,690	78,124	74,480	89,047	91,409	79,143	73,850	70,904	72,119	75,178	81,000
Rate	5.4	5.5	5.2	4.6	4.4	5.1	5.3	4.6	4.3	4.1	4.2	4.3	4.7
1971													
Labor Force	1,605,567	1,606,176	1,619,176	1,629,387	1,641,355	1,675,312	1,680,660	1,668,965	1,666,745	1,676,355	1,680,194	1,686,110	1,654,000
Employment	1,537,356	1,535,039	1,549,713	1,569,128	1,584,969	1,604,721	1,608,629	1,589,414	1,597,454	1,605,181	1,603,816	1,610,581	1,583,000
Unemployment	68,211	71,137	69,463	60,259	56,386	70,591	72,031	79,551	69,291	71,174	76,378	75,529	70,000
Rate	4.2	4.4	4.3	3.7	3.4	4.2	4.3	4.8	4.2	4.2	4.5	4.5	4.3
1970													
Labor Force	1,569,490	1,570,587	1,588,397	1,597,120	1,611,879	1,635,603	1,634,506	1,628,170	1,621,982	1,622,582	1,625,881	1,637,802	1,613,000
Employment	1,517,169	1,515,445	1,534,973	1,546,629	1,559,934	1,577,277	1,578,690	1,576,275	1,569,386	1,570,761	1,569,914	1,579,547	1,558,000
Unemployment	52,321	55,142	53,424	50,491	51,945	58,326	55,816	51,895	52,596	51,821	55,967	58,255	54,000
Rate	3.3	3.5	3.4	3.2	3.2	3.6	3.4	3.2	3.2	3.2	3.4	3.6	3.4

MARYLAND

ANALYSIS OF APPLICANT POPULATION AS OF 9/30/80

ALL APPLICANTS

	TOTAL APPLICANTS						DISADVANTAGED APPLICANTS					VETERAN APPLICANTS		
Category	Total	Unemployed	Employed Part-Time	Youth 16-21	Handicp.	Public Assist.	Total	Unemployed	Employed Part-Time	Employed Full Time	Youth 16-21	Total	Disabled	Vietnam Era
Age/Sex, Total	276,174	254,463	9,069	66,717	14,879	39,019	103,976	96,291	4,005	3,680	26,676	40,106	1,961	16,089
Male, Total	141,436	131,625	3,395	36,327	9,887	9,846	43,544	41,500	1,125	919	13,567	38,315	1,881	15,578
14-15	746	739	4	0	31	95	586	585	1	0	0	10	0	4
16-17	5,205	4,970	177	5,205	138	1,078	2,896	2,810	55	31	2,896	12	0	4
18	6,429	5,789	367	6,429	164	521	2,611	2,448	101	62	2,611	99	7	4
19	8,369	7,569	342	8,369	237	519	2,866	2,687	102	77	2,866	277	5	10
20-21	16,224	14,996	412	16,244	571	956	5,194	4,926	147	121	5,194	1,755	46	38
22-24	23,970	22,166	580	0	1,003	1,224	7,075	6,708	201	166	0	5,315	135	1,661
25-44	61,871	57,646	1,162	0	4,641	4,534	18,050	17,257	407	386	0	20,444	985	13,218
45-54	10,138	9,590	197	0	1,486	665	2,624	2,490	80	54	0	5,703	303	487
55-64	6,687	6,419	115	0	1,311	243	1,268	1,218	29	21	0	4,194	355	140
65 and over	1,797	1,741	39	0	305	11	374	371	2	1	0	506	45	12
Female, Total	134,738	122,838	5,674	30,490	4,992	29,173	60,432	54,791	2,880	2,761	13,109	1,791	80	511
14-15	612	606	5	0	40	89	495	489	5	1	0	1	0	0
16-17	4,466	4,264	142	4,466	114	910	2,624	2,539	58	27	2,624	3	2	2
18	5,890	5,376	349	5,890	110	607	2,461	2,330	94	37	2,461	8	0	0
19	7,072	6,410	360	7,072	122	708	2,831	2,646	115	70	2,831	43	0	1
20-21	13,062	11,936	563	13,062	264	1,520	5,193	4,841	233	119	5,193	148	2	4
22-24	18,735	17,137	733	0	387	3,084	7,619	7,031	332	256	0	406	12	84
25-44	64,650	58,336	2,612	0	2,312	19,414	32,290	28,686	1,598	2,006	0	968	50	405
45-54	12,537	11,512	584	0	917	2,327	4,858	4,349	299	210	0	92	6	8
55-64	6,476	6,071	290	0	603	491	1,712	1,546	134	32	0	110	6	6
65 and over	1,238	1,190	36	0	123	23	349	334	12	3	0	12	2	1
Race/Sex, Total	276,174	254,463	9,069	66,717	14,879	39,019	103,976	96,291	4,005	3,680	26,676	40,106	1,961	16,089
Male, Total	141,436	131,625	3,395	36,227	9,887	9,846	43,544	41,500	1,125	919	13,567	38,315	1,881	15,578
White	84,258	77,395	2,140	22,026	6,667	3,519	18,183	17,152	533	498	5,518	24,573	1,292	9,210
Black	54,169	51,422	1,175	13,662	3,117	5,951	24,287	23,319	569	399	7,815	13,366	568	6,185
Hispanic	1,026	947	31	165	50	114	334	321	6	7	54	194	13	96
Amer./Indian	163	156	1	30	7	32	66	65	0	1	16	40	2	24
Asian/Pacific	1,210	1,123	30	164	36	194	490	471	10	9	94	99	5	50
INA	610	582	18	180	10	36	184	172	7	5	70	43	1	13
Female, Total	134,738	122,838	5,674	30,490	4,992	29,173	60,432	54,791	2,880	2,761	13,109	1,791	80	511
White	75,413	68,664	3,293	17,513	3,049	7,820	21,328	19,191	1,201	936	4,740	1,164	47	316
Black	56,690	51,731	2,276	12,456	1,879	20,871	38,024	34,603	1,632	1,789	8,101	596	31	188
Hispanic	851	768	40	119	34	197	374	332	21	21	55	26	1	7
Amer./Indian	136	129	4	24	6	44	68	64	2	2	12	1	1	0
Asian/Pacific	1,073	1,009	35	138	17	199	425	401	14	10	91	4	0	0
INA	575	537	26	240	7	42	213	200	10	3	110	0	0	0

MARYLAND

ANALYSIS OF APPLICANT POPULATION AS OF 9/30/80

BY PERCENTAGE DISTRIBUTION

	TOTAL APPLICANTS						DISADVANTAGED APPLICANTS					VETERAN APPLICANTS		
Category	Total	Unemployed	Employed Part-Time	Youth 16-21	Handicp.	Public Assist.	Total	Unemployed	Employed Part-Time	Employed Full Time	Youth 16-21	Total	Disabled	Vietnam Era
Age/Sex, Total	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00
Male, Total	51.21	51.73	37.44	54.30	66.45	25.23	41.88	43.10	28.09	24.97	50.86	95.53	95.92	96.82
14-15	.27	.29	.04	--	.21	.24	.56	.61	.02	--	--	.02	--	.02
16-17	1.88	1.95	1.95	7.80	.93	2.76	2.79	2.92	1.37	.84	10.86	.03	--	.02
18	2.33	2.27	4.05	9.64	1.10	1.34	2.51	2.54	2.52	1.68	9.79	.25	.36	.02
19	3.03	2.97	3.77	12.54	1.59	1.33	2.76	2.79	2.55	2.09	10.74	.69	.25	.06
20-21	5.87	5.89	4.54	24.32	3.84	2.45	5.00	5.12	3.67	3.29	19.47	4.38	2.35	.24
22-24	8.58	8.71	6.40	--	6.74	3.14	6.80	6.97	5.02	4.51	--	13.25	6.88	10.32
25-44	22.40	22.65	12.81	--	31.19	11.62	17.36	17.92	10.16	10.49	--	50.97	50.23	82.16
45-54	3.67	3.77	2.17	--	9.99	1.70	2.52	2.59	2.00	1.47	--	14.22	15.45	3.03
55-64	2.42	2.52	1.27	--	8.81	.62	1.22	1.26	.72	.57	--	10.46	18.10	.87
65 and over	.65	.68	.43	--	2.05	.03	.36	.39	.05	.03	--	1.26	2.29	.07
Female, Total	48.79	48.27	62.56	45.70	33.55	74.77	58.12	56.90	71.91	75.03	49.14	4.47	4.08	3.18
14-15	.22	.24	.06	--	.27	.23	.48	.51	.12	.03	--	.007	--	--
16-17	1.62	1.68	1.57	6.69	.77	2.33	2.52	2.64	1.45	.73	9.84	.01	.10	.01
18	2.13	2.11	3.85	8.83	.74	1.56	2.37	2.42	2.35	1.01	9.23	.02	--	--
19	2.56	2.52	3.97	10.60	.82	1.81	2.72	2.75	2.87	1.90	10.61	.11	--	.01
20-21	4.73	4.69	6.21	19.58	1.77	3.90	4.99	5.03	5.82	3.23	19.47	.37	.10	.02
22-24	6.78	6.73	8.08	--	2.60	7.90	7.33	7.30	8.29	6.96	--	1.01	.61	.52
25-44	23.41	22.93	28.80	--	15.54	49.76	31.06	29.79	39.90	54.51	--	2.41	2.55	2.52
45-54	4.54	4.52	6.44	--	6.16	5.96	4.67	4.52	7.47	5.71	--	.23	.31	.05
55-64	2.34	2.39	3.20	--	4.05	1.26	1.65	1.61	3.35	.87	--	.27	.31	.04
65 and over	.45	.47	.40	--	.83	.06	.34	.35	.30	.08	--	.03	.10	.01
Race/Sex, Total	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00
Male, Total	51.21	51.73	37.44	54.30	66.45	25.23	41.88	43.10	28.09	24.97	50.86	95.53	95.92	96.82
White	30.51	30.42	23.60	33.01	44.81	9.02	17.49	17.81	13.31	13.53	20.69	61.27	65.88	57.24
Black	19.61	20.21	12.96	20.48	20.95	15.25	23.36	24.22	14.21	10.84	29.30	33.33	28.96	38.44
Hispanic	.37	.37	.34	.25	.34	.29	.32	.33	.15	.19	.20	.48	.66	.60
Amer./Indian	.06	.06	.01	.04	.05	.08	.06	.07	--	.03	.06	.10	.10	.15
Asian/Pacific	.44	.44	.33	.25	.24	.50	.47	.49	.25	.24	.35	.25	.25	.31
INA	.22	.23	.20	.27	.07	.09	.18	.18	.17	.14	.26	.11	.05	.08
Female, Total	48.79	48.27	62.56	45.70	33.55	74.77	58.12	56.90	71.91	75.03	49.14	4.47	4.08	3.18
White	27.31	26.98	36.31	26.25	20.49	20.04	20.51	19.93	29.99	25.43	17.77	2.90	2.40	1.96
Black	20.53	20.33	25.10	18.67	12.63	53.49	36.57	35.94	40.75	48.61	30.37	1.49	1.58	1.17
Hispanic	.31	.30	.44	.18	.23	.50	.36	.34	.52	.57	.21	.06	.05	.04
Amer. Indian	.05	.05	.04	.04	.04	.11	.07	.07	.05	.05	.04	.007	.05	--
Asian/Pacific	.39	.40	.39	.21	.11	.51	.41	.42	.35	.27	.34	.01	--	--
INA	.21	.21	.29	.36	.05	.11	.20	.21	.25	.08	.41	--	--	---

Percents may not add up to total due to rounding.

TOTAL PERSONAL INCOME IN SMSA'S, COUNTIES,
AND INDEPENDENT CITIES, IN SELECTED YEARS
(RESIDENCE ADJUSTED)

	MILLIONS OF DOLLARS			
	1976	1977	1978	1979
MARYLAND	29,099.1	31,473.7	35,321.0	38,718.4
SMSA'S				
BALTIMORE, MD	14,277.8	15,604.0	17,483.8	19,184.6
WASHINGTON, D.C.-MD-VA.	25,925.4	28,153.1	31,035.1	34,077.8
COUNTIES				
ALLEGANY	425.2	456.6	504.1	558.8
ANNE ARUNDEL	2,360.5	2,608.2	2,941.7	3,226.1
BALTIMORE	4,733.5	5,178.8	5,819.5	6,382.4
CALVERT	170.0	196.2	225.2	252.4
CAROLINE	114.7	116.0	141.9	154.1
CARROLL	531.3	590.1	687.1	780.6
CECIL	291.1	308.0	348.7	387.8
CHARLES	375.2	422.9	484.0	543.0
DORCHESTER	172.4	174.3	199.1	214.3
FREDERICK	621.3	675.9	776.5	876.6
GARRETT	103.3	111.5	129.7	152.2
HARFORD	861.8	943.4	1,064.4	1,169.4
HOWARD	812.2	919.9	1,073.0	1,204.7
KENT	93.3	93.1	108.6	122.4
MONTGOMERY	5,852.4	6,309.0	7,076.5	7,752.0
PRINCE GEORGES	4,814.4	5,117.5	5,645.8	6,118.3
QUEEN ANNES	120.7	124.7	151.7	172.8
ST. MARYS	255.9	282.1	322.1	351.1
SOMERSET	82.9	75.8	93.0	101.3
TALBOT	181.6	189.0	217.3	239.6
WASHINGTON	637.5	691.3	776.9	855.9
WICOMICO	347.8	358.8	424.2	454.3
WORCESTER	161.3	167.1	211.9	226.7
BALTIMORE - INDEPENDENT CITY	4,978.5	5,363.7	5,898.1	6,421.4

Source: Bureau of Economic Analysis
April 1981

PER CAPITA PERSONAL INCOME IN SMSA'S, COUNTIES,
AND INDEPENDENT CITIES, IN SELECTED YEARS
(RESIDENCE ADJUSTED)

	DOLLARS			
	1976	1977	1978	1979
MARYLAND	7,054	7,608	8,516	9,333
SMSA'S				
BALTIMORE, MD	6,673	7,272	8,156	8,967
WASHINGTON, D.C.-MD-VA.	8,547	9,335	10,254	11,313
COUNTIES				
ALLEGANY	5,205	5,630	6,270	6,927
ANNE ARUNDEL	6,744	7,326	8,174	8,928
BALTIMORE	7,369	8,089	9,112	9,986
CALVERT	6,080	6,541	7,077	7,630
CAROLINE	5,211	5,243	6,315	6,890
CARROLL	6,289	6,656	7,410	8,048
CECIL	5,274	5,529	6,164	6,666
CHARLES	6,003	6,516	7,157	7,758
DORCHESTER	5,711	5,672	6,513	7,162
FREDERICK	6,223	6,513	7,213	7,799
GARRETT	4,159	4,356	4,995	5,861
HARFORD	6,149	6,575	7,277	7,930
HOWARD	7,796	8,363	9,320	10,096
KENT	5,582	5,647	6,611	7,303
MONTGOMERY	10,215	11,018	12,304	13,541
PRINCE GEORGES	7,123	7,645	8,490	9,287
QUEEN ANNES	5,596	5,516	6,374	6,942
ST. MARYS	4,871	5,313	5,850	6,170
SOMERSET	4,175	3,805	4,744	5,195
TALBOT	7,044	7,286	8,251	9,118
WASHINGTON	5,841	6,330	7,034	7,706
WICOMICO	5,831	5,928	6,956	7,375
WORCESTER	5,932	6,036	7,539	8,076
BALTIMORE - INDEPENDENT CITY	6,082	6,644	7,457	8,284

Source: Bureau of Economic Analysis
April 1981

1980 CETA Eligibility Estimates for Selected Demographic and Targeted Groups

April 1981

Maryland, Persons 14 years and older

Numbers in Thousands	Civilian Noninstitutional Population	Eligible for Title								
		IIB,VII	IID	YETP	YCCIP	SYEP	VI	Any Listed	Any Youth	Other Listed
Age in Years										
Total 14 years and older	3,273	250	189	64	23	90	195	302	117	259
14 to 15	157	14	10	-	-	17	10	17	17	16
14 to 19	469	48	25	44	23	61	25	88	88	53
Total 16 years and older	3,117	236	179	64	23	73	185	285	100	243
16 to 21	473	54	33	64	23	73	33	100	100	58
16 to 19	313	34	15	44	23	44	15	71	71	38
20 to 21	161	20	18	20	-	28	18	28	28	20
22 to 44	1,484	101	74	-	-	-	79	104	-	104
22 to 39	1,237	85	64	-	-	-	69	88	-	88
40 to 44	247	16	10	-	-	-	10	16	-	16
45 to 54	455	30	23	-	-	-	24	31	-	31
55 to 64	387	27	25	-	-	-	25	27	-	27
65 and over	318	24	24	-	-	-	24	24	-	24
Sex										
Male	1,580	105	73	25	11	34	77	124	46	109
Female	1,694	145	116	40	12	56	117	178	71	150
Race-Ethnicity										
White	2,539	131	94	28	15	40	98	156	53	134
White, not Hispanic	2,509	127	94	26	15	38	98	153	51	131
Black	680	110	94	33	6	44	96	134	56	115
Black, not Hispanic	679	110	94	33	6	44	96	134	56	115
Total minority	764	122	94	38	8	52	97	149	66	128
Economic Status										
≤ Poverty level	260	134	79	33	2	59	82	153	59	138
≤ Pov level or ≤70% LLSIL	289	142	79	36	2	65	82	163	65	146
≤70% LLSIL	263	138	78	36	2	65	81	159	65	142
>70% and ≤85% LLSIL	129	26	22	14	2	4	22	36	14	26
>85% and ≤100% LLSIL	138	7	9	1	-	3	11	11	3	11
>100% LLSIL	2,744	80	79	13	18	17	79	96	34	80
Years of School Completed										
Under 9 years	429	70	52	7	3	19	52	78	24	70
9 - 11 years	623	85	71	36	12	45	73	111	59	91
12 years	1,163	53	31	14	6	15	33	65	23	53
13 - 15 years	508	28	23	8	2	11	24	32	11	29
16 or more years	550	15	11	-	-	-	12	16	-	16

Maryland, Persons 14 years and older

Numbers in Thousands	Civilian Noninstitutional Population	Eligible for Title								
		IIB,VII	IID	YETP	YCCIP	SYEP	VI	Any Listed	Any Youth	Other Listed
Male Veterans										
Vietnam era	172	14	9	-	-	-	11	14	-	14
Other veteran	403	24	18	-	-	-	18	24	-	24
Non veteran	1,005	66	46	25	11	34	48	85	46	70
Family Status										
Parent in 2 parent family	973	43	29	4	2	6	34	47	6	45
Single parent	171	39	35	6	1	10	35	49	13	41
Other family member	1,749	123	91	52	20	66	92	157	90	128
Non dependant individual	381	45	33	3	-	8	33	49	8	45
Welfare Status										
Welfare	184	178	184	28	2	41	184	184	41	184
No welfare	3,090	71	5	37	21	49	11	118	76	75

Source: Institute of Labor and Industrial Relations, University of Michigan from March 1980 Current Population Survey

1980 CETA Eligibility Estimates for Selected Demographic and Targeted Groups

April 1981

Maryland, Persons 14 years and older, Male

Numbers in Thousands	Civilian Noninstitutional Population	Eligible for Title								
		IIB,VII	IID	YETP	YCCIP	SYEP	VI	Any Listed	Any Youth	Other Listed
Age in Years										
Total 14 years and older	1,580	105	73	25	11	34	77	124	46	109
14 to 15	74	8	7	-	-	9	7	9	9	8
14 to 19	230	26	17	21	11	31	17	42	42	28
Total 16 years and older	1,506	97	66	25	11	25	71	114	37	101
16 to 21	238	22	13	25	11	25	13	37	37	24
16 to 19	157	18	11	21	11	21	11	33	33	20
20 to 21	82	4	2	4	-	4	2	4	4	4
22 to 44	731	46	30	-	-	-	34	48	-	48
22 to 39	602	39	27	-	-	-	30	40	-	40
40 to 44	129	7	3	-	-	-	3	7	-	7
45 to 54	222	10	5	-	-	-	6	11	-	11
55 to 64	186	14	14	-	-	-	14	14	-	14
65 and over	128	5	5	-	-	-	5	5	-	5
Race-Ethnicity										
White	1,254	63	42	13	7	16	44	71	22	63
White, not Hispanic	1,240	61	42	12	7	15	44	70	21	61
Black	302	41	31	11	2	17	33	48	21	44
Black, not Hispanic	302	41	31	11	2	17	33	48	21	44
Total minority	340	44	31	13	3	19	34	54	25	48
Economic Status										
≤ Poverty level	91	51	21	14	-	22	24	57	22	54
≤ Pov level or ≤70% LLSIL	103	53	21	15	-	23	24	59	23	56
≤70% LLSIL	97	51	21	15	-	23	24	57	23	54
>85% and ≤100% LLSIL	64	4	4	-	-	-	5	5	-	5
>100% LLSIL	1,373	40	40	7	11	11	40	49	20	40
Years of School Completed										
Under 9 years	217	30	23	5	1	11	23	36	15	30
9 - 11 years	292	32	25	13	6	17	25	40	24	33
12 years	480	21	8	3	1	3	10	22	4	21
13 - 15 years	261	15	11	3	2	3	13	16	3	16
16 or more years	329	8	6	-	-	-	7	9	-	9
Male Veterans										
Vietnam era	172	14	9	-	-	-	11	14	-	14
Other veteran	403	24	18	-	-	-	18	24	-	24
Non veteran	1,005	66	46	25	11	34	48	85	46	70

Maryland, Persons 14 years and older, Male

Numbers in Thousands	Civilian Noninstitutional Population	Eligible for Title								
		IIB,VII	IID	YETP	YCCIP	SYEP	VI	Any Listed	Any Youth	Other Listed
Family Status										
Parent in 2 parent family	486	23	15	-	-	-	19	26	-	26
Other family member	882	60	47	23	11	32	47	77	44	62
Non dependant individual	190	17	8	2	-	2	8	17	2	17
Welfare Status										
Welfare	68	66	68	9	2	17	68	68	17	68
No welfare	1,512	39	5	16	9	17	10	56	29	41

Source: Institute of Labor and Industrial Relations, University of Michigan from March 1980 Current Population Survey

1980 CETA Eligibility Estimates for Selected Demographic and Targeted Groups

April 1981

Maryland, Persons 14 years and older, Female

Numbers in Thousands	Civilian Noninstitutional Population	Eligible for Title								
		IIB,VII	IID	YETP	YCCIP	SYEP	VI	Any Listed	Any Youth	Other Listed
Age in Years										
Total 14 years and older	1,694	145	116	40	12	56	117	178	71	150
14 to 15	83	6	4	-	-	8	4	8	8	8
14 to 19	239	22	7	23	12	31	7	46	46	26
Total 16 years and older	1,611	139	112	40	12	48	114	171	63	142
16 to 21	235	32	20	40	12	48	20	63	63	34
16 to 19	156	16	4	23	12	23	4	38	38	18
20 to 21	79	16	16	16	-	25	16	25	25	16
22 to 44	753	55	44	-	-	-	45	56	-	56
22 to 39	635	46	37	-	-	-	38	48	-	48
40 to 44	118	8	7	-	-	-	7	8	-	8
45 to 54	233	20	18	-	-	-	18	20	-	20
55 to 64	200	13	11	-	-	-	11	13	-	13
65 and over	190	19	19	-	-	-	19	19	-	19
Race-Ethnicity										
White	1,285	68	53	15	8	24	54	85	31	71
White, not Hispanic	1,269	66	53	14	8	23	54	83	30	70
Black	377	69	63	22	5	27	63	86	35	71
Black, not Hispanic	377	69	63	22	5	27	63	86	35	71
Total Minority	425	78	63	26	5	33	63	95	41	80
Economic Status										
≤ Poverty level	169	83	58	19	2	37	58	96	37	84
≤ Pov level or ≤70% LLSIL	186	89	58	21	2	42	58	104	42	90
≤70% LLSIL	165	86	57	21	2	42	57	102	42	88
>70% and ≤85% LLSIL	83	16	15	12	2	4	15	24	12	16
>85% and ≤100% LLSIL	74	3	5	1	-	3	6	6	3	6
>100% LLSIL	1,371	39	39	6	8	6	39	47	14	39
Years of School Completed										
Under 9 years	212	40	29	2	1	8	29	42	9	40
9 - 11 years	331	53	46	23	6	28	48	71	36	58
12 years	684	32	23	11	5	13	23	43	19	32
13 - 15 years	247	13	12	4	-	7	12	16	7	13
16 or more years	221	6	5	-	-	-	5	6	-	6
Family Status										
Parent in 2 parent family	486	19	15	4	2	6	15	21	6	19
Single parent	150	35	32	6	1	10	32	44	10	36
Other family member	868	63	44	29	9	34	46	81	46	66
Non dependant individual	190	28	25	1	-	6	25	33	6	28

Maryland, Persons 14 years and older, Female

Numbers in Thousands	Civilian Noninstitutional Population	Eligible for Title								
		IIB,VII	IID	YETP	YCCIP	SYEP	VI	Any Listed	Any Youth	Other Listed
Welfare Status										
Welfare	116	112	116	18	-	24	116	116	24	116
No welfare	1,578	33	-	21	12	32	1	63	47	34

Source: Institute of Labor and Industrial Relations, University of Michigan from March 1980 Current Population Survey

1980 CETA Eligibility Estimates for Selected Demographic and Targeted Groups

April 1981

Maryland, Persons 14 years and older, Black

Numbers in Thousands	Civilian Noninstitutional Population	Eligible for Title								
		IIB,VII	IID	YETP	YCCIP	SYEP	VI	Any Listed	Any Youth	Other Listed
Age in Years										
Total 14 years and older	680	110	94	33	6	44	96	134	56	115
14 to 19	107	22	16	21	6	28	16	39	39	26
Total 16 years and older	642	102	86	33	6	36	88	126	48	107
16 to 21	112	25	18	33	6	36	18	48	48	29
16 to 19	69	14	8	21	6	19	8	31	31	17
22 to 44	332	43	36	-	-	-	38	44	-	44
22 to 39	279	37	33	-	-	-	34	39	-	39
45 to 54	64	8	8	-	-	-	8	8	-	8
55 to 64	67	14	12	-	-	-	12	14	-	14
65 and over	65	11	11	-	-	-	11	11	-	11
Sex										
Male	302	41	31	11	2	17	33	48	21	44
Female	377	69	63	22	5	27	63	86	35	71
Economic Status										
≤ Poverty level	116	63	50	16	-	29	50	72	29	67
≤ Pov level or ≤70% LLSIL	126	66	50	17	-	32	50	76	32	69
≤70% LLSIL	120	66	50	17	-	32	50	76	32	69
>100% LLSIL	465	30	30	6	5	10	30	35	15	30
Years of School Completed										
Under 9 years	117	23	18	5	-	8	18	24	10	23
9 - 11 years	179	51	45	19	6	24	45	64	32	55
12 years	245	20	15	6	-	10	15	28	11	20
13 - 15 years	78	14	14	3	-	3	16	16	3	16
16 or more years	60	2	2	-	-	-	2	2	-	2
Male Veterans										
Non veteran	224	23	16	11	2	17	18	29	21	26
Family Status										
Parent in 2 parent family	165	11	10	-	-	-	11	13	-	13
Single parent	88	24	25	2	-	7	25	33	9	26
Other family member	327	55	43	28	6	32	43	66	42	57
Non dependant individual	100	20	17	3	-	5	17	22	5	20
Welfare Status										
Welfare	91	88	91	14	-	26	91	91	26	91
No welfare	588	22	3	19	6	18	5	43	30	24

Source: Institute of Labor and Industrial Relations, University of Michigan from March 1980 Current Population Survey

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